



### I N S I D E

#### Perspective

Education & Joint Picture .....	2
Acquisition Professional Picture.....	3
Surface Picture .....	4
Submarine Picture.....	11
Aviation Picture .....	14
Restricted Line, Staff Corps, TAR..	20
BUPERS Directory .....	34
LDO/CWO Picture .....	38
Officers' Call .....	39

*Perspective* (NAVPERS 15892) is the professional bulletin of the Navy officer community. Its mission is to provide all Navy officers information regarding key personnel policy changes, reassignment trends, and emerging developments within their areas of expertise to enhance their professional development. *Perspective* is approved for official dissemination of professional information of interest to the Department of Defense and to appropriate professionally-related communities. This information does not necessarily reflect the official Navy position and does not supersede information in other official Navy publications.

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### FROM THE HEAD DETAILER

○ RADM JIM MASLOWSKI

## PCS Funding in FY97 . . .

Decreasing budgets are a fact of life. Every organization must economize and BUPERS is especially challenged in making the most out of the money available for training and PCS moves for fiscal year '97.

I'm sure many of you know shipmates who were planning to move in FY96, but who were delayed until October or later due to a lack of funding. It is a fact that DoD-wide belt tightening has had a significant role in our ability to spend money on PCS moves. For FY97, congressional directives originally cut PCS funds for all services by 4 percent. Fortunately that cut was later reduced to 2 percent, but when you add this to a "bow-wave" of over 5000 moves we were unable to make in FY96, it's clear that we need to be even more careful with our PCS funding decisions and moves in FY97.

Approximately 18% of the FY97 PCS moves we need to make are not currently funded in this year's budget. In other words, we do not have the means to move about 1 in 6 officers and 1 in 5 enlisted personnel who have PRDs in '97. This means (among other things) more extensions in place and a higher number of no-cost/low-cost moves within the Fleet Concentration Areas (FCAs). Our detailers, as always, will be working closely with each individual, balancing personal desires and professional needs against fleet requirements and this severely limited PCS budget. As always, our detailing priorities will be: maintaining fleet readiness and safety, joint duty, joint education, and recruiting.

**The bottom-line: fleet readiness remains our #1 priority.**

Let me assure you that the effect of these funding constraints on the fleet is of concern to me and everyone at BUPERS. Although we are not currently "in your shoes," we do understand your professional needs and personal desires and remain committed to fulfilling both to the greatest extent possible. That being said, we will need to work together to deal with a budget that limits our flexibility and necessitates some changes in the way we move our people.

I am asking that all levels of khaki leadership work with us as we navigate through the rough waters that lie ahead. Our ability to manage our budget and maintain fleet readiness is clearly an "all hands" effort. Please send us your ideas and share your concerns as we move forward to get this job done.

# Education/Subspecialties & Joint Picture

**Education {PERS-440}: DSN 224-3321; commercial (703) 614-3321; fax (703) 614-4047**

**Joint {PERS-455}: DSN 223-2345/0036; commercial (703) 693-2345/0036; fax (703) 695-9343**

## Graduate Education Opportunity

Over 500 seats are available in fully funded graduate education programs for FY97. The first classes begin in January at the Naval Postgraduate School (NPS). Detailers have already begun reserving seats for the entire year through September 1997. Seats at NPS are becoming more competitive, so contact your detailers early.

- Academic profile codes have all been recently updated, including YG95. If you don't know what yours is, it should be in block 47 of your ODC. If it's not there, you probably don't have one. You can contact the NPS admissions office at DSN 878-3093 to find out why. The reason may be they have never received your undergraduate transcripts. Also, if your APC was only recently determined or you are a YG96 officer, the system probably hasn't caught up with it yet.

- Many different areas of study are available. Your detailer has a list of the curricula open to your community. You can also have an NPS catalog sent to you (or your wardroom) by calling the NPS admissions office at the above number.

- Tour lengths vary between curricula. Non-technical curricula run between 15 and 24 months. Engineering curricula normally run 24 to 27 months. NPS can offer master's degrees in as little as 12 months, if you stay with your undergraduate major.

- Remember ... not all fully funded master's degrees are at NPS. Education and Training Management, Chemistry, and Naval Construction are just some of the curricula taught at civilian universities.

Call your detailer to find out the current availability of graduate education quotas.

I would like to take this opportunity to say goodbye. I detached from BUPERS in early October. I must say that I truly have enjoyed my tour here in Washington, DC. Working in BUPERS has provided me with a broader picture of the Navy. I recommend that everyone who has the opportunity to work at BUPERS take it. I would also like to introduce my relief LTJG Sheila Noles. She comes from NAS El Centro. Sheila is just as eager to provide graduate education for the future leaders of the Navy as I was when I started here. r

*LT Dan Druckenmiller, PERS 440B*

## Acquisition Professional Picture

**{PERS-2MM/447}: DSN 227-8761 or 223-2344**

**commercial (703) 697-8761 or 693-2344; fax (703) 614-4047**

The August APC Selection Board results have been out for a few weeks. Two hundred and eighteen of the 312 screened were selected, resulting in a selection rate of 70%. That's the good news. The bad news is that 78 of the 218 required waivers. Seventy-two of the waivers were for the URL selectees! A majority of the waivers were for training/certification and several for experience. These numbers are somewhat large due to this year's policy of screening records of CDR URLs who have had both command and acquisition "experience" (in quotes as the definition of acquisition experience was liberal). Of these "automatic" looks about 50% were selected. The rest of the selectees were from applicants.

Reviewing the data (training/certification waivers), it appears that many who are in an acquisition job never

receive the required training or certification. Remember SECNAVINST 5300.36 requires that you be qualified within 18 months time in the job. All Acquisition jobs have a billet AQD for one of the 11 functional areas and are either critical or non-critical. For the non-critical, if you are a LT or below you have 18 months to complete the required courses for Level 1 certification in the appropriate career field. As a LCDR it's Level 2 training and level 3 for CDR/CAPTs. For the critical billets you must be a CDR or CAPT, already in the APC, and again you have 18 months to be Level 3 certified in the appropriate career field. If these requirements are not met, management must obtain a certification waiver (read March-April 1995 *Perspective*, pages 3-5 for detailed explanation). As can be a

seen from the board results, the training is required, however, few are accomplishing it and thus the need for waivers. Don't forget that if you feel you do not need the training there is the fulfillment option. Act fast because after 1 October 1997 the fulfillment option goes away. The board's bottom line: if you're fully qualified you've got an excellent chance of being selected. This was particularly true for the Staff and Restricted Line applicants.

Armed with the above information, it's time to think about the February 1997 APC Selection Board. The NAVADMIN message will be out in December announcing the board and will require that applications be submitted by the first week of January. Start preparing now so your application does not get lost in the holiday rush. There might even be time to squeeze in one more Acquisition course!

The 14 week Advanced Program Management (APMC) course, PMT-302, at the Defense Systems Management College (DSMC) is now being offered 3 times per year commencing in calendar year 1997. Convening dates for 1997 are 13 January, 12 May, and 8 September. With the number of quotas remaining the same, the class size will be smaller. This will provide more flexibility for prospective students. Quotas are allocated by the Navy Director of Acquisition Career Management (DACM) to the acquisition commands. Contact your training office if you need the course. Top priority is given to those who require the course for level 3 certification.

Speaking of DSMC, they continue to have several billets available for professors. If you are a LCDR/CDR with acquisition experience and interested in teaching, contact your detailer. Being an APC member is not necessary. This is another great way to contribute to the acquisition effort. DSMC POC is CAPT Bob Vernon, (703) 805-5173.

CAPT Dan Brown, PERS-2MM/447

## Surface Picture



{PERS-41}: DSN 224-8341; commercial (703) 614-8341; fax (703) 614-xxxx: {41} 5184; {412} 5185; {414} 5168 {410/411/413/415/416} 8786

### ○ Captain's Corner

By the time this article reaches print, the Major Command board will again be history. About 34 new selectees will have entered the bank of officers waiting to proceed to major command both ashore and afloat. Our next slating, to be released later in November, is already underway and should include about 20 commands. We will attempt to capture the lessons learned from the board in a future *Perspective* article.



I have been able to continue my travels with brief visits to Newport and San Diego recently. The feedback from SWOs has been thoughtful and fairly positive. I would like to relate a story about a young LT I met at SURFPAC en route to a PEP tour who had just completed both his division officer tours ... one on a cruiser and one on an amphib. He was department head screened and truly excited about the prospects of his future. When I asked what he was hoping for his follow-on department head slating, his reply was quick ... it didn't matter to him; CRUDES or AMPHIB, he felt qualified for either!

I certainly was reinvigorated after my short conversation with this officer and am committed to managing the transition to full implementation of the division officer and department head sequencing plans because it's in our collective best interests. Mid course corrections will be necessary and, as you read this article, I'm preparing to brief the Surface Warfare Commanders Conference on the special consideration we need to give surface warriors forward deployed to the Orient. OFRP tours are challenging with high OPTEMPO and lots of time at sea out of homeport. We need to recognize that fact and detail accordingly. So until the leadership decides on the tact to take with regard to tour lengths overseas, PERS-41 will continue to hand-tool orders accordingly and try to meet the needs of the ship, the individual, and the Navy.

Although I hazard to get into the real details of the issue, I know that the size of the CDR Command Bank is a concern to all of us. Information on the impact of bank size and our plans to deal with it are forthcoming. We've looked at numerous options for properly sizing the bank and our community leadership has a

reaffirmed its position that blanket descreening will not occur and that screening at currently established rates will continue. We remain committed to reducing years commissioned service to command to 17.5 years (down from the current 18.5 years) and increasing command tour length to 24 months as soon as practical. I envision a thoughtful process over a two year period which will include flexible detailing of a small number of officers through command a few months early (based on employment schedules and FITREP cycles) and increased CDR command opportunities ashore to include AP positions. This plan remains a work in progress.

As always I encourage you to continue the dialogue with any of us at PERS-41, your views are important to me.

**Hail and Farewell**

We welcome CDR Mark Woolley, LCDR Gary Windhorst and LCDR Jeff Freeman to the Surface Warfare division at BUPERS. CDR Woolley is the new Placement branch head (PERS-413), coming from JCS. LCDR Windhorst is the new Special Operations branch head (PERS-416), coming from EODMU FIVE as XO. LCDR Freeman is the new Electronics/Communicator detailer (PERS-414D), coming from USS AMERICA (CV 66).

I must also wish a hearty well done and farewell from our “wardroom” to CDR Jay Burdon, LCDR Mike Smith, LCDR Purvis Atkinson and LT Todd Perry. CDR Burdon has moved to OPNAV (N85) as the Mine Warfare officer, LCDR Smith is en route XO of CHOSIN (CG 65), LCDR Atkinson has received orders to COMPHIBGRU ONE in Okinawa, and LT Perry has started his masters degree through the Defense Intelligence College in Washington. We wish them all the best. r

Be safe out there!

CAPT P. W. Marzluff  
Director, Surface Officer Distribution Division (PERS-41)  
e-mail p41@bupers.navy.mil

O Surface CDR  
{PERS-410}

**SWO CDR Command Board.** The Surface Commander Command Screening Board convenes 9 December. It isn't too late to review your record for completeness and provide information or material you identify as missing. A current photo is the first step in the QA process that sets you up for success. **Make it easy for the board to screen you!**

If you will be forwarding fitness reports, awards, photos, etc., for inclusion in your briefing folder, you do not need a letter to the President of the Board. Send these items directly to CDR Ed Quinn (PERS-410A) or LT Brad Cutsinger (PERS-410B). They will log in receipt of your material and ensure it is included with your record that goes before the board.

**Letters to the President of the Board.** Letters to the board should be addressed to:

President, FY97 Surface Commander Command Screening Board  
Bureau of Naval Personnel (PERS 410)  
Washington, D.C. 20370-4100.

Letters help if they expand on or explain something not readily apparent to the board when your record is reviewed. All letters and/or record material should be received in the Bureau no later than 22 November 96.

Downstream assignments:		
Command	Billet	Notes
Natl Defense Univ (DC)	Sr Military Fellow	Joint
SWDG (Norfolk)	Aegis AAW	
SWOSCOLCOM (Newport)	PCO Instructor	
PG-1 (Okinawa)	Staff Planner	
German Staff Coll	Liaison Officer	
CCG-5 (Yoko)	Ops	
CCG-3 (Bremerton)	Ops	
C7F (Yoko)	Staff Mine Warfare	
Navy Staff Coll (London)	Pol-Mil Instr	Joint
MSC Med (Naples)	Ops	
LHA-4 (Norfolk)	Ops	
CDS-15 (Yoko)	Staff Material	
CPR-3 (SD)	Ops	
DAU (DC)	Instructor	AP
CPR-11 (Sasebo)	Ops	
SWOSCOLCOM (Newport)	Director, DCA School	
CPR-4 (Norfolk)	CSO	
CRUITAREA 8 (Oakland)	Deputy	
JUSMAG Korea (Seoul)	Dir, Surf Programs	Joint
JUSMAG Thailand (Bankok)	Dir, Navy Section	Joint
Air University (Maxwell AFB)	Faculty	Joint

CAPT R. L. Chapman  
Head, Surface CDR Assignment  
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**Farewell.** CDR Jay Burdon has detached from BUPERS and is now working at OPNAV N-852, helping to formulate Mine Warfare requirements for the 21st century. Congratulations for a job well done.

**Prep now for the Mar 97 XO/LCDR CO Board.** The Sep-Oct 96 *Perspective* provided an excellent overview on preparing for the XO/LCDR CO Screening Board which convenes 31 March 1997. Now is the time to update your record and then follow up and ensure updated items appear on your OSR/PSR, ODC, and microfiche. If you have received FITREPS after 1 January 1996, they will appear on the new Performance Summary Record (PSR). The PSR will be attached to, and be part of your Officer Summary Record (OSR). The PSR will show your new type FITREPS including three trait averages for each FITREP:

1. Your trait average for that specific FITREP.
2. The reporting senior's average for that reporting period and officer summary group.
3. The reporting senior's cumulative average in this pay grade over the last 5 years (all designators).

Ensure your OSR and PSR show day-for-day FITREP continuity.

**XO Slating.** The XO slating process occurs every February, April, August and November. Slating is accomplished 15-18 months before the new XO's begin their en route training pipeline. For each slating, the following steps are taken:

- Before beginning, we determine which platforms need XO's in the next 18-20 months. This is typically 20-40 units per slate.
- Next, we review the records and duty preferences of the 50-60 most senior officers in the bank. The bank is comprised of all XO screened officers who have not been slated and is sorted by seniority. We slate on a seniority basis to ensure that the more senior officers in the bank get to their XO ride and get a meaningful XO FITREP before they are in-zone for CDR.

**PERS-411 Organization.** The current PERS-411 organization is:

PERS-411 Surface LCDR Assignment Branch Head  
PERS-411A YG 85 & Junior LCDR Detailer  
PERS-411B YG 84 & Senior LCDR Detailer

## ○ Surface LCDR {PERS-411}

- We take the officers selected and begin to match them up to ships based on duty preferences, platform experience, availability of officer and timing of PXO school dates. If we cannot match you to a ship because of a stringent duty preference card or timing problems, your name goes back into the bank for the next slating.
- The slate is then briefed to and approved by PERS-41. The slate is usually signed during the first or second week of the slating month.

If you have any questions about your slating, contact your detailer. Remember, an updated and flexible duty preference card is critical to rapid XO slating.

**PXO Course Date Changes.** Due to the deletion of SOSMRC and other course scheduling issues at SWOS, the PXO class convening dates have changed slightly. The new schedule is:

09 Dec 96 - 31 Jan 97  
03 Mar 97 - 11 Apr 97  
12 May 97 - 20 Jun 97  
21 Jul 97 - 29 Aug 97  
29 Sep 97 - 07 Nov 97  
08 Dec 97 - 30 Jan 98

If you were slated to dates other than these, your pipeline start date will most likely slide to the right. You should expect to see PXO orders 5-6 months prior to PXO class convening date. If you have any questions about your revised PXO date, contact your detailer.

**World Wide Web Page.** Look for PERS-411 on the BUPERS Web page in the near future. We will have our current organization, current detailing and professional development issues, links to old *Perspective* articles and downstream LCDR billets available for fill.

LCDR Ed Delaney, XO of USS ASHLAND (LSD 48), will arrive in February 1997 and take over as PERS-411B.r

LCDR John Chandler  
Head, Surface LCDR Assignment Branch  
e-mail p411@bupers.navy.mil

## ○ Surface Placement {PERS-413}



**New Branch Head:** I have assumed duties as Head, Surface Ship Placement Branch. First of all, let me say that I look forward to working with your command on officer personnel issues. *We are your voice in the Bureau* and as such are here to ensure your manning concerns are appropriately

addressed. To that end, you can help us help you in several ways:

- LORTARPS serve as our principle means of confirming your current and projected manning. At a minimum, I recommend you submit a LORTARP at least once every 6 months and when significant billet changes occur. The more we know about your requirements, the better we are able to assist you.
- Carefully consider the billet you want prospective gains to fill. The Billet Specialty Training (BST) is promulgated by the CNO and lists the *required* training for each billet on a particular platform. When writing orders, this is the document the placement officer uses to develop the en route training track for your new officers. Our goal is to ensure officers enroute your ship receive all their required training. Keep in mind that our TEMDUINS budget is based on the BST. Therefore, in order to ensure each officer receives the required training, we cannot approve additional training for an officer en route your command without negatively impacting funding for another officer.

New Placement Organization:

PERS 413	CDR Mark Woolley (Placement branch head and CRUDESGRU staffs)
PERS 413A	LCDR Tom Carney (LANT CRUDES staffs and ships)
PERS 413B	LCDR Mike Johnson (PAC CRUDES staffs and ships)
PERS 413E	LCDR Allen Stubblefield (MW, PC, CLF, ATG, SWOS, PEB, MSC, spot promotions)
PERS 413F	LCDR Mike Barrington (Amphib staff and ships)

I look forward to hearing from you in the upcoming months.

CDR Mark Woolley  
Head, Surface Ship Placement  
e-mail [p413@bupers.navy.mil](mailto:p413@bupers.navy.mil)

## ○ Surface Junior Officer {PERS-412}

**Division Officer Sequencing Plan (DOSP) Slating Procedures.** Over 750 officers have been slated to their second Division Officer tours in accordance with the revised DOSP. This slating procedure is the most dynamic and complex process within PERS-41. Each slate consists of about 150 officers whose records have been researched for qualification status and updated duty preferences. This group of first tour Divo rollers is then compared with a list of second tour Divo billet fills to marry up rollers to available jobs for a time frame approximately 6-9 months downstream. If you are nearing the 18 month point in your first Division Officer tour, here are some suggestions for

working with your detailers to make sure your duty preferences and qualification status are factored into the slating process:

**Make sure your duty preferences and record of qualifications are up to date!** We will make every effort to slate you as close to your duty preferences as possible, provided we know what those preferences are. However, despite our efforts to maintain effective 2-way comms with our constituents, some JOs unfortunately never find the time to keep us updated on their status. For example, 13% of officers on the last slate did not have their duty preference on file with their detailer. Additionally, almost 45% of the officers on the last slate did not have any qualifications on record (SWO, OOD, EOOW, etc.) Remember, we are charged with ensuring that your career needs are factored into the slating process along with your personal needs. We will also assume that you will be SWO qualified prior to departing your first command. However, it makes it extremely difficult to slate an officer for a â

popular second Divo tour without information concerning SWO qualification status. If we think your career would be better served by sending you to a particular assignment, we will detail you based on the best information we have at the time. (Consult with your detailer if you have any questions concerning this subject.)

**Understand the timeline associated with the DOSP slating process.** We work with placement to obtain our list of available billets about 7-8 months from the date associated with the slate in question. We also begin the process of identifying first tour Divo rollers at the same time, researching qualification status and checking our database to see if officer duty preferences are on file. The slate is developed approximately six months prior to its effective date. Here is an approximate timetable to go by based upon our slating experiences to date:

<u>Slate Effective Date</u>	<u>Roller Record Review</u>	<u>Slate Approval</u>
Oct - Dec	Mid Apr - Mid May	Mid Jun
Jan - Mar	Mid Jun - Mid Jul	Mid Aug
Apr - Jun	Mid Sep - Mid Oct	Mid Nov
Jul - Sep	Mid Dec - Mid Jan	Mid Feb

**Recognize that same home port PCS moves are a reality when it comes to slating you for your second Divo tour.**

We must slate 80% of the Junior Officers to second Divo tours to the same home port as their first Divo tour to hold down program costs. However, if you are a first tour Divo who rates an AMPHIB or CRUDES second Divo tour (because your first tour was not AMPHIB or CRUDES) and a billet is not available in your first tour home port, we are committed to moving you to a location where you can do your "SWO mainstream" Divo tour.

**Diversity and professional growth opportunities also drive the slating process.** Our experiences show that Junior Officers with Divo tours in a variety of assignments whose strong overall performance is documented in their FITREPs by multiple Commanding Officers fare extremely well in the Department Head screening and billet slating process. Some of the ways we look to provide for diversity and professional growth include slating 1st Divo tour rollers to:

- <sup>a</sup> a different warfare area for their 2nd tours (e.g., AMPHIB to CRUDES, CRUDES or AMPHIB to CV(N)/CLF/MIW, CRUDES to AMPHIB),
- <sup>a</sup> a different department in the same warfare area (topside to engineering, or vice-versa),
- <sup>a</sup> traditional second tour billets requiring seasoned SWOs (SBU, MILDET OIC, DESRON or PHIBRON A-OPS billets, etc.),
- <sup>a</sup> or any combination of the above!

Why should you consider diversity? Because, as you can see, there are many ways to ensure that a junior officer's career needs are addressed in the second tour Divo slating process.

So, put yourself in the Detailer's shoes when looking at your duty preferences (and the need to address the personal/career needs of 150+ of your peers whose next job will also be on your slate). Consider a range of options which will position you well for your next career milestone, Department Head.

**Department Head Sequencing Plan Update (DHSP).** We are almost through with slating a year's worth of first and second tour Department Heads under the revised plan which went into effect in FY96. Two additional revisions were also put into motion in the latter half of the fiscal year, both adding more Department Head billets to the DHSP—upgrading the CIC Officer aboard big deck AMPHIBs (LHA, LHD) and reverting the MHC/MCM XO billet back to a second tour Department Head job. (The XO billet had previously been staffed as a "fleet-up" billet, affording the incumbent the opportunity to assume duties as CO. However, this policy change was recently canceled because our community felt that it required an officer to dedicate an inordinate amount of time in the MIW training/tour track.)

The above changes, coupled with the requirement to still relieve some Single Longer Tour (SLT) department heads under the previous DHSP, have created a "no-slack" slating environment when it comes to relieving Department Heads at Projected Rotation Date (PRD). We will work with the placement officers to ensure that we are providing commands with the latest Department Head slate projections for LORTARP purposes and encourage anyone who has questions dealing with their PRDs to contact their detailer. We anticipate completely transitioning into the revised DHSP by the end of calendar year 1997. r

CDR Rob Reilly  
Head, Surface Junior Officer Assignments  
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## ○ Surface Nuclear {PERS-412N}



**New Detailer.** By the time you read this, I will have been relieved by LCDR Ed Mullen. Ed arrives following a highly successful tour as RTA on USS ENTERPRISE (CVN 65). Previous tours included CSO on USS NICHOLSON (DD 982), Instructor Duty at USNA, and a Division Officer tour on USS VIRGINIA (CGN 38). We conducted an extensive turnover, but I recommend you contact Ed if you are within 12 months of your PRD and do not have orders. Also, if you are applying for any special programs, overseas duty, junior War College or NROTC and do not have orders, call and discuss the specific circumstances of your request. This will serve as a means of introducing yourself to Ed and provide you an update on your next set of orders. He can be reached at all the same phone numbers and e-mail addresses—so keep 'em coming!

**Nuclear Designated Junior Officers Awaiting Orders to NPS.** If you are an ENS or LTJG in your first tour aboard a conventional ship, you should expect to see your orders to Nuclear Power School (NPS) six months prior to your PRD. Give me a call if you haven't received them within four months of your PRD. Remember, all nuclear designated junior officers on their first sea tour prior to NPS have had their PRDs adjusted from 24 months to 18 months. Extensions can be granted on a case by case basis. This tour is your opportunity to gain as much shiphandling and CIC experience as possible. If your command supports it, try to qualify TAO! It has and is being done on many ships! Otherwise, work on your ASW Evaluator, SWC, Tomahawk Launch Control Officer or other warfare supervisor qualification to best prepare yourself to be an aggressive TAO as a department head.

On the CVNs, extremely valuable SWO TAO experience can be gained by standing watch with an embarked DESRON commander. Also, battle group operations can be best learned in a CVN's CVIC/CDC. Learn how air wing strike packages are planned and spotted on deck, monitor the communications and interaction between "AW" and "AR", learn how an air plan is written and executed, understand the capabilities, limitations, weapons loadout, tanking requirements, and on-station time for the air wing's aircraft, learn the CVN's communication suite and understand the battle group comm architecture,

etc. Being a successful SWO TAO involves much, much more than just knowing your ship's combat systems.

**Postgraduate School and NROTC slates.** It's already time to start thinking about your post-Division Officer shore tour if your PRD is within calendar year 1998. We will receive the NROTC and PG school slates early next summer. If you are interested in rolling ashore to one of these high demand billets, make sure you contact us this winter/spring so we can put you on the waiting list. You do not need to have completed your SWO or PNEO qualifications to sign up. As always, it is never too early to discuss your career options.

**Second Division Officer Tours for Surface Warfare diversity.** For officers initially assigned to CVNs/CGNs following SWOS DOC, an excellent opportunity to achieve professional diversity and additional, focused topside experience is by short-touring off your CVN/CGN. A second topside division officer tour in the CRUDES or AMPHIB community will enhance your preparation for the challenges of your Department Head assignments. The Surface Warfare Community recently implemented a slating process for all officers going to a second division officer tour. Therefore, if you are interested in short-touring, please contact me after you have been on board for 12-18 months. When negotiating for orders, you do not need to have completed your SWO or PNEO qualifications. However, both must be completed prior to executing your orders to your second division officer sea tour. This is an excellent opportunity to gain Aegis training and experience. It also will help your Department Head slating down the road.

**FY97 URL LCDR Selection Board.** With the results just out, the SWO(N) community selected to LCDR at an 86% rate for those officers in-zone, the highest in-zone selection rate of any URL community. Counting above and below zone selections, the overall opportunity for SWO(N)s was 93%. One of the primary reasons is that our second tour department heads are serving in LCDR billets on CVNs and receiving LCDR FITREPS. With the new spot promotion policy changes, as soon as you receive orders to a CVN PA job, you can apply for spot promotion. This allows you to be selected for spot promotion earlier and may permit you to report aboard and as soon as you are in your PA billet, pin on LCDR and receive LCDR pay.

**Thanks.** I would like to thank all those here in BUPERS and out in the fleet who I had the opportunity to work with. In particular, I would like to acknowledge the tireless efforts of my Administrative ă



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Assistant, Ms. Catherine Moss. She is the SWO(N) corporate memory here in BUPERS and is responsible for ensuring all our records are updated with the countless changes we receive. If you ever need help-Cat is always there. On behalf of all of us-thanks Cat! r

*LCDR Mike Smith  
Surface Nuclear Officer Assignments  
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**○ Surface LDO/CWO  
{PERS-414}**



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**Tour Extensions.** If you are currently serving at sea or overseas, have a PRD between now and October 97, and not currently in receipt of orders, I would like for you to consider extending your current tour. It's no secret to anyone that PCS funds are always in short supply and

FY97 is certainly no exception. As the cost of each PCS move goes up, your detailer is challenged to ensure that every move is the most cost effective possible. No cost moves and voluntary tour extensions help save precious dollars. We may not be able to approve each extension request, but I assure you that each will be carefully considered. Contact your detailer and discuss the benefits an extension might provide you.

**FY97 LCDR Selectees.** Congratulations to each of you selected for promotion to LCDR. Your selection is the achievement of a major milestone in your career. Although it seems early, I encourage each of you to contact your detailer and discuss what future tours will ensure your competitiveness for promotion to CDR.

**New Electronics/Communicator Detailer.** By the time this goes to press, LCDR Purvis Atkinson will have completed a great detailing tour and will be en route to COMPHIBGRU ONE, homeported in White Beach, Okinawa. LCDR Atkinson is a superb naval officer who has served and represented his community flawlessly. Taking up the challenge of detailing our Navy's finest technicians is LCDR Jeff Freeman, reporting in from USS AMERICA (CV 66). LCDR Freeman comes with an impressive resume' of service as an officer and with a great deal of enthusiasm for his new assignment. r

*CDR Paul Williamson  
Head, LDO/CWO Assignment  
e-mail p414@bupers.navy.mil*

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**CO/XO slating.** The FY97 CO/XO assignments are in the proposal stage, with final determinations probably complete by mid November. Consideration was given to duty preference, PRD, unique qualifications, EFM, co-locations, etc. If I haven't talked to you and you are in the bank, it no doubt means you have not been proposed for a CO/XO billet.

**○ Special Warfare  
{PERS-415}**



**Next assignment.** Remember, we consider the following when determining your next assignment: your desires, experience, special skills, PRD, and the community needs. When all else fails, we go with community needs. All of you should plan on an overseas assignment while a JO. It's easier on you to pick the time, knowing that it will eventually catch up to you anyway. When considering your next assignment, check with the officer currently in the billet or the XO/OPS Officer. That way, you are better informed and the road will be more easily traveled. Remember that diversity is a key ingredient to a successful career. With the new craft arriving at the SBU's and SDV Teams, those of you looking to stay operational longer have lots of opportunity. For senior LT's and LCDR's, shoot for joint assignment at the first opportunity; it sends you on your way to Joint Specialty Officer designation and sets you up for CO/XO screening and assignment. â

## Assignment Opportunities:

Command	Rank	Billet	Fill date
CNAVDODCOM	LCDR	Staff Plans	ASAP
NSWU-1	LT	Ops/Plans	ASAP
CINCLANTFLT	CDR	Staff Ops/Plans	ASAP
NSWU-4	LT	Ops	ASAP
COM 2ND FLT	CDR	Staff Plans	9701
NSWU-1	LT	Plans	9702
SCIATTS RODMAN	LT	XO	9702
SPECBOATU 26	LT	Ops/Plans	9703
NSWC Key West	LT	Instructor	9704
JICPAC	LT	Contingency Ops	9706

**Upcoming Boards.** It's that time to screen your record for the following boards:

Dec 96	Commander Command Screen Board
Dec 96	Commander/Captain SERB
Dec 96	CWO 3/4 SERB
Jan 97	CAPT Promotion Board
Jan 97	LDO/CWO Selection Board
Jan 97	TAR Accession Board
Mar 97	CDR Promotion Board
Mar 97	XO Screen Board

**Stay in touch.** Margarethe and I can be reached at DSN 224-8327/8; commercial (703) 614-8327/8; fax (703) 614-8786 (Attn: PERS-415). Make a point to stop by if and when you're in the area. r

## ○ Special Operations {PERS-416}



**Detailer turnover.** A hearty welcome to LCDR Gary Windhorst, who is onboard and is answering your detailing questions. LCDR Windhorst has recently completed his XO tour in EODMU FIVE and has experience as the staff Mine Warfare/EOD officer at CINCPACFLT, and XO onboard USS CONSERVER. I will remain attached to BUPERS through 15 December, focusing on community management issues.

**LDO/Chief Warrant Officers.** Numerous billets overseas remain vacant and/or will be opening up during FY97. If you are due to roll, there is a good chance that you will be going to either Guam or Sigonella. We currently have an inventory of 74 LDOs and CWOs filling 70 requirements, so the community is over end-strength. This will continue to effect selection for the FY98 procurement board.

**Postgraduate Education.** I'll continue to print this info so that you can stay in touch with your PME possibilities. In total, we have four annual CAPT/CDR billets:

- 2 - Naval War College, Newport
- 1 - National War College, DC
- 1 - Industrial College of the Armed Forces (ICAF), Washington, DC

We also have nine annual LCDR/LT billets at:

- 5 - Naval Post Graduate School, Monterey (LT)
- 2 - Naval War College, Newport (LCDR)
- 1 - Army Command and Staff College, Ft Leavenworth (LCDR)
- 1 - Marine Corps Command and Staff College, Quantico (LCDR)

In addition, we have several foreign War College opportunities and selected billets/opportunities at major universities. These opportunities are highly sought after, so it pays to get your preferences to Margarethe or myself early.

**Detailer Trips.** I've made recent trips to Hawaii, Coronado, Norfolk, and Monterey. My next detailing trips will commence in April. For OCONUS commands, if you can provide the TAD funding, I can work a visit in conjunction with an already scheduled trip.

*LCDR Tucker Campion  
Head, Special Warfare Assignment & Placement  
e-mail p415@bupers.navy.mil*

**Board results.** Congratulations to those officers recently selected for promotion. The 1140 community promoted seven of 12 LTs in zone for LCDR, with two officers selected early. Your first look for LCDR XO will be in April 97, be sure your records are current. Three LDO LTs were selected for promotion to LCDR. Congratulations to all selectees!

**Exceptional family member (EFM) program.** The EFM program exists to help provide stability for service members who have dependents with special needs. If you feel that you should be considered for this program, **the time to enroll is now!** Do not wait until you start negotiating for orders to let us know your assignability may be limited. PERS-662D8 administers the EFM program. They can be reached at DSN 223-3308/09/10 or 1-800-527-8830. a

### Billet opportunities:

<u>Command</u>	<u>Rank</u>	<u>Billet</u>	<u>Fill Date</u>
NAVACTS GUAM	LT 1140	Ammo Materiel	ASAP
EODMU 5	CWO3	Det OIC	9612
EODMU 5	LT 6480	Trng/Readiness	9701
EODMU 8	LT 6480	Trng/Readiness	9701
NAVSCOLEOD	LT 1140	Student Control	9702
COMNAVSURFPAC	LCDR 1140	Weps/Logistics	9702
COMUSKOREA	LCDR 1140	Log Staff Officer	9702
NAVAL PG SCHOOL	LT 1140	Combat Systems	9703
JUSMAG THAILAND	LCDR 1140	Exercise Plans	9703
EODTEU ONE	LT 6480	Training Plans	9705
PEP TOULON FRANCE	LT 1140	Mine Hunter Ops	9707
PEP NETHERLANDS	LT 1140	Staff Ops	9707
NAVAL PG SCHOOL	LCDR 1140	Combat Systems	9709
EODMU 8	LT 6480	Det OIC	9709
EODMU 5	CWO3	Det OIC	9709

**Parting advice.** As I leave this job, I would like to pass on some advice that I am sure you have heard before: Take the tough jobs; if they are at sea that's even better. Focus on the job you are in and expend all your energy doing the best you can. Take care of your people; build a successful team through positive leadership. r

CDR Mike Tillotson  
Head, Special Operation Assignment and Placement  
e-mail p416@bupers.navy.mil

## Submarine Picture



{PERS-42}: DSN 225-0687; commercial toll free 1-800-526-3583; fax (703) 614-8609

### O Captain's Corner

In the last issue of *Perspective*, I spoke of the strong support for you and your families on Capitol Hill and among the Navy and Department of Defense leadership. I cited as evidence, among other things, recent increases in Nuclear Officer Incentive Pay (NOIP). Since that time there have been several stories in the press (*Navy Times* and elsewhere) outlining a recently completed Congressional Budget Office (CBO) study that recommends modifications to the NOIP program. The CBO study is based on two assumptions, both of which we consider invalid: a) that nuclear-trained officers should only fill billets specifically requiring nuclear propulsion expertise; and b) that because the civilian nuclear power industry is no longer in a state of growth, attractive civilian job opportunities no longer exist to compete for our officers.



A cornerstone of our Nuclear Power Program has been our method of developing officers who are both effective war fighters and capable nuclear propulsion plant operators. Our proven career paths have enabled our officers to successfully develop both these skills in ascending to command of our front-line warships.

We also know that nuclear-trained officers possess highly marketable skills in today's job market. We draw our officers from top colleges and universities. We provide them intense, graduate level training, and place them in significant leadership positions very early in their careers. Our academic backgrounds, proven leadership skills, and demonstrated maturity are well respected and sought after across a wide range of fields, not solely the nuclear power industry. Additional compensation in the form of NOIP makes sense.

The Secretary of the Navy has also submitted a report to the Congress on alternatives to NOIP. It explores options from both a financial and community management perspective. It concludes that the current NOIP structure, at properly adjusted rates, is the most economic and efficient means to man the force with the right quantity and quality of officers to provide for continued program success. SECNAV's decision to raise the NOIP levels, and to seek continuance of the program, was based on his study.

NOIP is strongly supported at the highest levels. Like all other special and incentive pay programs, Congress reviews it on a recurring basis. We must continually explain NOIP's purpose and benefits to decision makers, but the case is easy to make and the right people are in place, poised to make it.

Another topic worthy of your attention involves strategies we are exploring to professionally enrich our community. The demands of our business result in somewhat limited access to resident opportunities in pursuing a Master's degree and Joint Professional Military Education. Yet, participation in both these areas is important in developing future leaders. More of us could pursue this education via non-resident means if the time and resources were more readily available. â

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We are working with the Naval War College, OPNAV, CNET, etc., to enhance our ability to participate in non-resident advanced education. For example, we are considering establishing Naval War College opportunities in Pearl Harbor, at our Trident bases, and at Sub School. We are also looking at ways we could participate in Executive MBA programs and the like in each of our home ports and the D.C. area. I will keep you informed of our progress in this area in future issues and detailer visits.

CAPT Mike Feeley  
Director, Submarine Distribution Division (PERS 42)  
e-mail p42@bupers.navy.mil

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## ○ Detailer Notes

### ***JPME Non-Resident Programs***

The Nonresident Seminar Program is offered in 16 locations including Norfolk, San Diego, Washington DC, Jacksonville, and Annapolis. Each seminar consists of 15-20 students who meet for 36 weekly three-hour sessions. Three seminars must be completed: Strategy & Policy, National Security Decision Making (NSDM), and Joint Maritime Operations. Seminars are taught by Naval War College adjunct faculty and students are drawn from the Navy, other military services, and DOD civilians.

JPME credit can also be earned through the NWC's Correspondence Program which covers the same material as the nonresident seminars but allows students greater learning flexibility. The courses are presented through a series of readings and case studies. Course progress is measured by short essays and multiple choice examinations. The Correspondence Program can be completed in about 24 months.

Officer must be LT or above to apply for either nonresident program. Courses are offered at no cost and all materials are provided on a loan basis.

Information and applications can be obtained by writing:

President  
Code 1G  
Naval War College  
686 Cushing Road  
Newport, RI 02841-1207

or by calling: DSN 948-2135 or commercial (401) 841-2135. Information can also be obtained from LCDR Mike Dobbs (PERS-243A): (703) 695 3885.

### ***Nuclear Officer Incentive Pay***

On 12 August 1996, the Secretary of the Navy authorized increasing the Nuclear Officer Incentive Pay Rates. The new rates are as follows:

Nuclear Officer Continuation Pay	\$12,000
Nuclear Officer Annual Incentive Bonus	
Unrestricted Line Officers	\$10,000
Limited Duty Officers	\$ 4,500

The new rates have generated many questions and requests. A summary of the most commonly asked questions with their answers are compiled below.

Q: I'm on a continuation pay contract at the old rate of \$10,000 per year. Is there any way to get paid the higher rate before this contract expires?

A: Yes. Fill out an application and send it in to us before the next anniversary date of your current contract. Per Para. 7.C.(5) of SECNAVINST 7220.65H your old contract is cancelled effective the day before the next anniversary date and a new one begins at the higher rate on the anniversary date.

Q: How do I apply for a new contract?

A: A sample application can be found in enclosure (3) to SECNAVINST 7220.65H. Some important points to realize about the application:

<sup>a</sup> the application must be endorsed by your CO. Although the sample application does not contain a via line, the wording of the instruction requires an endorsement.

<sup>a</sup> make sure you are referencing Change 1 to the 'H' revision of SECNAVINST 7220.65. Referencing an outdated revision may delay processing of your application

Q: Can I receive my COPAY in a number of installments equal to the number of years in my contract plus one?

A: Per paragraph 7.C.(1).(a) of SECNAVINST 7220.65H, you can receive the total amount of money in your COPAY contract in a number of installments equal to the number of years plus one only if you have not yet completed your minimum service requirement incurred upon commissioning. This requirement also applies to renegotiation of existing contracts. If you are on a

contract that authorized the additional payment and are renegotiating to the higher rate, then you can only request the extra payment if you have not yet completed your MSR.

Q: I am a junior officer on shore duty. Can I sign up for a three year contract?

A: Per paragraph 7.d of the instruction, the three year option is only available to officers under orders to SOAC or senior.

Q: In the sample application, the words "... I agree not to tender a resignation for a period of 'x' years beyond my existing service contract ..." make it sound as though I will be incurring additional obligated service on top of what I have already incurred from the COPAY contract I am renegotiating. Should I change the wording of the contract to omit this line?

A: No. As previously explained, paragraph 7.c.(5) of the SECNAVINST states that when your new application is received, your old contract is cancelled effective the day before your next anniversary date. Therefore, your existing service obligation goes away on that date and your new contract starts on the next anniversary date.

Q: When will I receive confirmation of my new contract?

A: Normally, about one month from the day you submit the application. However, if your anniversary date is more than three months away then there may be a small delay while contract requests for individuals with more pressing anniversary dates are processed.

### PXO Training

The CNO has directed that the Leadership Continuum be expanded to include all executive officers. Therefore, all prospective executive officers shall attend one of the following Advanced Officer Leadership Course classes, held in Newport, RI, en route to their XO assignment:

<u>Convening Date</u>	<u>Graduation Date</u>
3 February 1997	14 February 1997
18 February 1997	28 February 1997
7 April 1997	18 April 1997
28 April 1997	9 May 1997
12 May 1997	23 May 1997
9 June 1997	20 June 1997
7 July 1997	18 July 1997
21 July 1997	1 August 1997
11 August 1997	22 August 1997
15 September 1997	26 September 1997

Contact CDR Myers for more information at DSN 225-0688 or commercial (703) 695-0688.

### Selection Board Results

The FY97 CDR and LCDR selection boards are now concluded. As in the past there are no surprises with regard to selection criteria. The following recurring comments from this year's selection boards are provided:

1. Sustained superior performance is required to recover from any incident which results in a Fiche 5.
2. For LTs and LCDRs, it is increasingly difficult to recover from declining performance under the same CO.
3. Officers with past weight problems must make it painstakingly clear that the problem is resolved. Officers with existing weight problems DID NOT promote.
4. Correspondence to the board should be prepared in advance and sent to the board. If unavoidable, a facsimile can be utilized by the board.
5. The reporting senior should remember that he is writing to the selection board as well as the officer. Bullets should be specific in justifying the performance.

You should review your record at least six to nine months prior to any selection board for which you are eligible. Early submission of required corrections improves the chances of your record being complete prior to the scheduled selection board. No one knows your record better than you, but should you have questions concerning your record, consult with your commanding officer or call your detailer. **(Continued on pg 40)**

**SOAC Dates.** SOAC dates are as follows.

Contact LCDR Dave Kirk for more information at (703) 695-4048 or DSN 225-4048.

<u>Convening Date</u>	<u>Graduation Date</u>
6 January 1997	6 June 1997
17 March 1997	15 August 1997
5 May 1997	3 October 1997
9 June 1997	7 November 1997
21 July 1997	19 December 1997
2 September 1997	13 February 1997

**PNEO Examinations.** The following are dates for upcoming PNEO exams. Contact LT Spencer at (703) 695-4331 or DSN 225-4331 to schedule an exam.

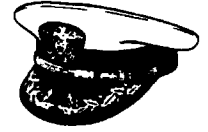
12 November 1996	13 November 1996
2 December 1996	3 December 1996
6 January 1997	27 January 1997
10 February 1997	11 February 1997



# Aviation Picture

{PERS-43}: DSN 224-8708; commercial (703) 614-8708; fax (703) 695-1751

## O Captain's Corner



This year's Aviation Department Head Screen Board reinforced my belief we have selected the finest officers ready to lead Naval Aviation into the 21st century. The records were superb. In the chair only a couple of months now, I have learned that the assignment process is a complex business which tries to balance many competing factors. This is even more evident in a time of wide gaps between the billet file and bodies available to fill the billets, and PCS money available to move people. We are currently funded at only 76% of what we projected we need to move all our FY97 rollers. To address this problem, the Navy is working to reduce these gaps with DOPMA grade relief while continuing to reduce the billet file. In the meantime, PERS-43 is establishing a priority for the billets we have to fill, and will determine who may not move in FY97 despite reaching PRD. PRD extension requests may be favorably considered while weighing our priority fills against an individual's needs and past history of sea duty and overseas tours.

If you're considering retirement, please ensure you consult MILPERSMAN 3860280. Your request must be submitted nine months prior to the planned retirement date (unless the command is willing to accept a gap). We have great respect for your loyal and faithful service, but with less than nine months notice it's extremely difficult to identify your relief.

Now is a great time to review your record in preparation for upcoming promotion and command selection boards. Approximately 20% of CAPT records that were to go before the Flag Board last year were missing vital information. While we try to get that information in your record, the bottom line is that it's your record. Even if you may not be "in zone" for an upcoming board, you should review your record to ensure it is competitive for a possible deep select.

It's time for our long-standing, quarterly plea for at least ten 8x10 color glossies (just like your CO picture) and an updated biography. All CAPT jobs are nominative and many require a picture and bio. Short notice jobs you want to play for will result in you paying the express shipment expense to get your pictures and bio to us; its absence from our file will certainly remove you from consideration for some of the most desirable (read "promotion-enhancing") assignments. Forward your package to BUPERS (PERS-43), FB 2 Navy Annex, Washington DC, 20370-0300, and we'll do the rest for you. r

CAPT Bob Besal  
Director, Aviation Officer Distribution (PERS-43)  
e-mail p43@bupers.navy.mil

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## VS

Just returned from another awesome detailer trip to the West Coast. The trip coincided with a week of festivities during Viking West. Combining these events always allows the greatest opportunity for me to meet all of you in the fleet. Viking bubbas came from all over the country. The East coast was strongly represented, bravo zulu to the Maulers of VS-32 for making a real show of force. By the time this article reaches the Fleet, Viking East will be just around the corner and I will be looking forward to another weeks worth of events.

The question asked most during my visit to San Diego was: "How do I go about getting my next assignment?" The time line I like to see starts about one year prior to PRD or roll date. Twelve months prior give me a call. I will discuss in very generic terms where you should expect to go. By generic, I mean Sea Duty or Shore duty, TRACOM or FRS, War College, Joint or Washington DC. I will try not to discuss specific billets available since at one year out, I will not have a good feel what will be available. Additionally, I will do an honest record review and discuss the importance of having an accurate list of what you want to do and where you want a

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to live for the next time we talk. The next time we talk should be ten months prior to roll date. This will be when I want an accurate and realistic shopping list of job requests. I will discuss specific billets available and what on your list is achievable. Eight months before your roll date I hope to have you tracking toward your next job and at six months the approval process is complete with orders ready for release. Due to the past year's PCS budget crunch at the end of the fiscal year, I am unable to release orders any earlier than four months prior to the detach date. If there are special circumstances where orders are required earlier, ie. overseas screening process, I will work to get the orders out as early as possible.

Some community jobs on the horizon are: NFO billet at Strike-U and Pilot Billets at VX-1. Give me a call or use the e-mail if interested in one of these jobs or if you're in the twelve month window. I look forward to seeing you all in the spring at Viking East. r

*LCDR Evan "Growler" Piritz PERS-432S  
e-mail p432s@bupers.navy.mil*

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## **VFA**

The selection board "season" is complete and the competitiveness of the personnel in the Hornet community was recognized as F/A-18 pilots exceeded the average selection rate for both the CDR and LCDR statutory boards. Within the community, the competition was fierce at the command and department head screen boards among the many great records. The only common element throughout each of these boards is that sustained superior performance in every billet is recognized by the board members and rewarded with selection. Consistently improving and breaking out among your peers on FITREPs, both old and new style, clearly demonstrates to the board your ability to lead and fulfill the demands of your next milestone leading to selection.

In order to ensure that the selection board has an accurate representation of your achievements, it is critical that your Officer Summary Record and microfiche be up to date. I have sent a detailed letter to each of the squadrons outlining the procedures required to order and update your record. Additional information can be found in the Jan/Feb 96 issue of *Perspective*. It is imperative that you start now if you want to ensure your record is complete for next year's boards! Here is the gouge: Fill out the record ordering forms when the Skipper is around—he'll be impressed with the official looking documents you're laboring over. Next, get excited— you will be receiving mail in the next few weeks! Once you receive your OSR, put it in your ready room chair and save it for the next GQ. During GQ, make sure it looks good with your gas mask on—remember that most board members are "experienced aviators" and so you'll want to try to duplicate their vision. On the next no fly day, tell your department head you need to find a microfiche reader to check your record. It will take a matter of minutes to review your fiche, then go take a nap. Your department head won't expect you back for hours. Finally, call or e-mail me with any problems you see and I will help you get them corrected. Help me make you look your best in front of the board!

The most recent changes in the Hornet community are nearly complete with VFA-27 aboard CVW-5 as the third F/A-18 squadron in Japan, and VFA-34 and VFA-115 in the transition process bringing the total to 24 squadrons. The fleet is averaging over 17 pilots per squadron as FRS production continues to thrive. There is a high demand for Hornet pilots throughout a variety of acquisition related billets at the NAWCs, VX-9, and NAVAIR. These billets offer an incredible opportunity to influence the capabilities of the aircraft you will return to in the fleet and fly in combat! Let me know if you are interested! r

*LCDR Mike "Magwai" White, PERS-432F  
e-mail p432f@bupers.navy.mil*

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## VP

**Congratulations** to our new Department Heads ... Smitty and I don't have animal problems or waterfront property in JAX, so we will be heading to the Aloha state. Here is the rest of the story: Approximately 70 percent received their first choice for site preference. The following are the department head board career path highlights:

<u>Shore Duty</u>		<u>Sea Duty</u>	
FRS	90%	CV/CVN	83%
TRACOM	67%	CARGRU/CDG	100%
VX1	56%	SPCPRJ	60%
PEP	67%	TSC	68%
NPGS	65%		

Additionally, 92% of those selected had a DC tour and 70% had duty overseas.

Competition for department head was extremely keen. There were lots of great records—maybe too much quality. Once again, the rules have not changed for promotion to LCDR or selection for department head—**strong performance is paramount**. Based on the results of this last selection board it appears the performance benchmark for promotion to LCDR has been raised. But after reviewing all those who were selected, there was a common theme: outstanding performance in the tough community jobs and underway disassociated sea tours. We had two YG85 officers picked up for operational department head this year—so there is hope for those YG86 officers who were not selected for operational department head on their first look. r

*LCDR Rich Fite, PERS-432P(VP Sea)  
e-mail p432p@bupers.navy.mil  
LT Dave Smith, PERS-432I(VP Shore)  
e-mail p432i@bupers.navy.mil*

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## VAQ/VA

Congratulations to the newly screened Operational and Special Mission Department Heads in the Prowler and Intruder communities. The competition for LCDR this year was tough and demanded an outstanding personal performance record. As a result, all of the records considered for department head were the very best. Consequently, 100% of Screen Group 86 VAQ and VA records that were screened were selected for either operational or special mission. The overall VAQ/VA selection rate for Screen Group 87 was 83%. The remaining officers will still have an excellent chance of being selected next year. VAM transitioned 12 officers to Prowlers, three to Hornets, and one to Tomcats. VF transitioned 3 selectees to Prowlers. VS transitioned 1 officer to Prowlers. The VAQ community is getting the best of the best from the other communities.

There hasn't been a more ideal time to be in such a great community. The Prowler is in high demand as the world's premier electronic warfare asset and therefore there are greater opportunities for our finest officers to compete for the most rewarding, career enhancing billets. As a JO, "think Whidbey." The FRS and ECWS will need a larger cadre of instructors as the community continues to grow. The stand-up squadrons will also need a strong base of "super JOs." As a post-DH, consider challenging assignments that help you compete against other communities for promotion. As has always been the case, your performance in your current tour determines how competitive you will be for your next duty options and preferences. Get in touch with me early so I can work for the best billets.

Filling VAQ operational billets is our highest priority. If an officer declines VAQ transition, "hard-fill" sea and shore duty billets are our next priority. Timing is everything when an officer avails himself/herself to the "needs of the Navy." Although every effort will be made to satisfy individual desires, career enhancement and operational manning commitments often take priority. Hard fill billets and priorities change rapidly.

As your new detailer in DC, I'd like to close by putting a little background behind the voice on the other end of the phone. I recently completed my DH tour with the VAQ-141 Shadowhawks. Before that, my tours included Carrier Group FOUR, NPGS, VAQ-129 Instructor and VAQ-135. I am anxious to help the VAM/VAQ communities in every way that I can, and as soon as I get my head duct taped back together after surviving my first week in the job, I should be much more effective. I look forward to working with you and hope to hear from you soon. Fly safe! r

*LCDR Brian "Hinks" Hinkley, PERS-432K  
e-mail p432k@bupers.navy.mil*



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## **HELO (sea)**

The detailing process continues with new representation. For those of you who don't know me, I'm LCDR Joe Spitz (HC) and I have had tours on both coasts. I started with HM-12 before flight school. After wings, I went west and had a tour in HC-11 followed by HC-3. My disassociated sea tour was on USS Raleigh (LPD 1 ... now a reef) out of Norfolk. I managed to fit PG School (Aero) in before my Department Head tour with HC-8 back in Norfolk. I consider it an honor to have been placed in this job, and like "Ski," I also encourage you to contact me with any questions.

Helo detailing, sea and shore, is a team effort. You have community representation if you are looking for "second opinion" career direction and counseling from LCDR Dave Maloney (HS - Shore Detailer), LCDR Matt Dolan (HSL - HS/HSL Placement) and LCDR Pat Menah (HM-HC/HM Placement). Please remember that placement officers are not in a position to look for jobs and negotiate orders for you. You should always start with your detailer. r

*LCDR Joe Spitz, PERS-432H  
e-mail p432h@bupers.navy.mil*

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## **VQ**

Let's talk fiscal reality. VQ received 70% of our PCS budget for FY97 as did all other aviation communities. What this means is I don't have enough money to move everyone who has a PRD in FY97. As of the first month of FY97 I have already written orders or ear marked billets for 205 of the 239 known VQ moves so far. The remaining 34 folks who's PRD's are from May to September will most likely be extended to October. If you are in this window and do not have an official priority to move, ie; 1) Shore to Sea, 2) Training Command/FRS, 3) Joint/DC, 4) War College, 5) PG School, or 6) PEP, a PRD extension is probably in your future.

Sorry for the "grim reaper" report but my intent is to inform you early enough to plan ahead and hopefully have the least impact on your families.

*LCDR Brad Steele, PERS 432U  
e-mail p432u@bupers.navy.mil*

## **HELO (Shore)**

Number one lesson learned from this year's promotion/screen board cycle: ALL HELO PILOTS ELIGIBLE FOR ANY STATUTORY OR ADMINISTRATIVE BOARD THIS YEAR, ORDER YOUR MICROFICHE AND OSR/PSR TODAY. One example: of the 105 helo records reviewed the week before the HS and HSL department head screen board, 50 had missing fitreps. You can fax fiche and OSR/PSR requests to BUPERS PERS-313D at DSN 224-8882 or commercial (703) 614-8882. Do not wait until the last minute, do it now. In addition to correcting your record through normal channels, I recommend any FITREPS, quals, or medals not on your fiche or OSR/PSR six months before your board convenes be sent in a letter to the President of your board. That would include all annual October LCDR and January LT fitreps for those before the March 1997 CDR and May 1997 LCDR boards.

Recently many of you have been updating Duty Preference Cards directly into the computer via BUPERS ACCESS, I appreciate it. Unfortunately, that system does not provide me a prompt that it arrived, so a quick voice message, e-mail or fax by you or your command (if several have been sent) letting me know it's there would help. For those of you concerned that upcoming deployments will make the detailing process impossible, our secretaries accept collect calls from anywhere and during busy periods usually move you to the head of the phone waiting list (for best results figure out the time zone difference and call early). I will continue to list upcoming billets, sticking to those that only helicopter pilots can fill.

### **Upcoming Billets.**

- COMLOG WESTPAC Aviation Officer, Singapore, LCDR, HC community fill May-June 97.
- COMNAVSURFLANT Aviation Branch, Norfolk, two LCDR fills now thru April 97.
- CONUS Station pilot billets: Meridian (H-1/C-12), Pensacola (H-3), Pax River (H-3/C-12).
- OUT OF CONUS Station pilot billets: PMRF Kuaui, Hawaii (H-3/C-12), Guantanamo Bay, Cuba (H-1/C-12), Bahrain (C-12), Misawa, Japan (C-12).
- COMMANDER AFLOAT TRAINING GROUP PACIFIC, Yokosuka, Japan. NTDS-CIC Trainer, LT fill January 97.
- CSAR Planning Officer, Navy Cell, OPERATION DECISIVE EDGE, Vicenza, IT. HS fill, six month TAD 15 May 97-15 Nov 97.
- COMTACGRU ONE, Coronado, CA, Aviation Readiness Officer. LCDR billet, January 97 fill.

Interested helo pilots contact me ASAP for POC's. r

*LCDR Dave "Moses" Maloney, PERS-432Q  
e-mail p432q@bupers.navy.mil*

## **VAW/VRC**

The VAW/VRC community is facing all an all-time high in promotion opportunity and job satisfaction. This is in no small part a testament to the quality of officers we have. The result of the LCDR selection board produced an over 80% selection rate for VAW! We had the highest selection rate for any aviation community! Our officers are competing on carriers, CARGRU staffs, in squadrons flying a myriad of aircraft and with foreign services overseas. There are many places where you will find Hawkeye and Greyhound officers. From the dark recesses of the Pentagon to the South Pole, our officers are making an impact on the Navy and the future of the military.

The restructuring of VAW and VRC to provide cross-training between aircraft, has opened flying opportunities and has provided excellent department heads and commanding officers with diverse backgrounds. Promoting flying excellence, VRC has added qualifications, such as Airborne Package Delivery, Paradrup, CRRC (Combat Rubber Raiding Craft) and low level quals, to their Naval Special Warfare part of the training matrix. After the most recent Air Board, VRC has been authorized to conduct night operations at the battle group commander's discretion, which further expands their capabilities.

The Hawkeye is the master of flexibility to the battle group and joint battle staff. Being able to launch at a moment's notice, equipped with JTIDS and a superb data link system, the Hawkeye provides real time battlefield management to the embarked flag and strike packages inbound to the targets. Becoming integral planners and warriors in the new battlefield, their expertise as C4I operators make them marketable to many ashore and afloat staffs. The opportunities are only limited by your imagination.

Imagination is the key to enjoying your Navy career. Jobs that you never thought of in areas like intelligence, counter-drug operations (not just AEW), space systems and treaty management are out there. It only takes an understanding of where to look and how it can effect your future. That is where your detailer comes in.

LCDR Chris "Plumbob" Plummer is in place as the new detailer. He comes to the position from VAW-117 following a CAT 1A tour. His previous tours were with VRC-50 in the Phillippines (C-2A's) and VAW-110 (FRS instructor). Give "Plumbob" a jingle; he's ready to help.

In closing, I want to welcome home VAW-113, 125 and VRC 30, 40 dets and wish fair winds to VAW-115, 117, 126 and VRC 30, 40 dets deploying this fall and winter. Good luck on the tip of the spear and see you in the fleet. r

*LCDR Ken "Blood" Kloth, PERS-432E  
e-mail p432e@bupers.navy.mil*

## **Naval Postgraduate School**

Congratulations to all those that were selected to attend NPS. The selection process was very competitive this year and you can be proud of this significant career accomplishment. For those that were selected, I am in the process of releasing orders. If you do not see orders on the board in a couple of weeks, please call me.

There are several slots still available: 4 Undersea warfare, 2 Elec Eng, 2 Aero Eng, and 3 Aero Avionics. All the above listed curriculums start in March with refresher classes beginning in either January or February. If you are interested in attending NPS, call me for more details.

In the short time that I've been at this desk, the most asked question has been "is NPS bad for my career? Without a doubt the answer is "NO." The Navy is only sending its best and brightest to NPS. On the last LCDR board 83% of those attending NPS, that were in zone, promoted to LCDR. That is well above the fleet average and a great indicator of the quality people we are slating to graduate school. We are only sending those officers who have a proven record of success and who can afford two years of NOBs. The bottom line is NPS IS A GREAT CAREER MOVE for hard charging officers with a superb record of professional performance. Tomorrow's naval leadership will come from the ranks of NPS graduates.

## **War College**

The slating for the foreign war colleges is also well underway. Slots are still available for Canada (9707) and Japan (DLI 9707 class 9903). Remember, attending a foreign war college is a great opportunity to earn JPME-1 credit while, in most cases, developing a second language.

At this time, I would like to thank LT John "Gumby" Gumbleton for his outstanding performance here at the "schools" desk. He did a great job for Naval Aviation and is therefore a tough act to follow. Gumby, fair winds and following seas, God bless. r

*LT Reggie "Baggs" Baker, PERS-432J  
e-mail p432j@bupers.navy.mil*

## VF

Job opportunities in the fighter community continue to look great for individuals rolling in the future. Plenty of great flying billets for both pilots and RIOs leaving their first sea and shore tour. Presently, openings exist at VX-9, NSWC, and the TRACOM, especially VT-86 for the RIOs. Unfortunately, two popular programs, NROTC and PEP, are both filled for the next year. At sea, we continue to look for individuals to return to the fleet as Super JO's. Call me soon if you desire one of these positions.

Lately, a majority of the first tour RIOs have been requested to extend past their original PRD. The reason for this action has been three fold: (1) A temporary shortage of NFO students graduating from the TRACOM, (2) the requirement to stand up our 5 new VAQ commands and their associated NFO needs, and (3) a genuine shortage of Super JO NFO's returning back for a squadron tour. This shortage will, hopefully, be resolved within a year.

Next, I would like to discuss procedures for resignation. As always, we are requiring that all individuals submitting a resignation abide by the procedures set forth in the MILSPERMAN and apply within 9-12 months prior to their requested separation date. Extensions on shore duty to fulfill this requirement are not being approved as we are suffering a critical shortage of "bodies" to fill our sea requirements (we estimate approximately 60-80 JO aviator disassociated sea billets will have extensive gaps this year). Please call me if you have any questions regarding these procedures.

As always, if you are coming up for orders within the next year or would like to discuss your career options and plans, please feel free to call or e-mail me at any time. I'm more than happy to hear from the fleet and assist in any way. r

LCDR Russ "Tojo" Ariza, PERS-432G  
e-mail p432g@bupers.navy.mil

### ***Detailer Visits***

All aviators are encouraged to visit their detailers. If possible, call your detailer ahead of time to schedule an appointment. Aviation officer detailers are located at the Bureau of Naval Personnel in the Navy Annex, room 2727. When visiting your detailer, uniform of the day is service dress blue until May when it will change over to summer khaki.

## ***U. S. Naval Test Pilot School—Training ground for future leaders in Naval Aviation.***

Frequent articles on Test Pilot School run in the later pages of *Perspective* in the Aerospace Engineering Duty Officer's space. They run there because the AEDO detailer runs the selection board. While many Test Pilot School grads move to the acquisition community later in their careers, most do not, and TPS graduates have an outstanding record of screening for command. As I write this in September, nearly 70% of the operational F-14 squadrons at Oceana have a TPS grad as CO or XO and VA-75, on the last A-6 deployment, is being lead by a TPS grad. I mention all this to dispel the rumors that by attending TPS and doing a tour in one of the Test Squadrons, you are taking yourself out of the running for operational command. Obviously, it just isn't true.

One of the reason TPS graduates do well everywhere is because they refine skills that transcends the specifics of the T&E world. In follow on fleet tours the disciplined, systematic problem solving ability results in superior strike planning, effective complex training exercises, and better operational requirement definitions. Also, fleet driven aircraft modifications have a much higher probability for success. For example, the highly successful integration of LANTIRN onto the F-14 was a product of fleet operators, with previous VX-4 operational test and TPS developmental test backgrounds, working with an industry team to bring concept to reality. The skills learned from their T&E experiences greatly aided them in bringing that project to deployment with a squadron in only 18 months. A great success by any standard.

Navy LT TPS graduates are right now flying F/A-18 E/F, F-14 DFCS, V-22 and working upgrades to most current fleet platforms. From SH-60R work to advance work on the Joint Strike Fighter and P-3 AIP, TPS graduates are in the midst of refining, testing, and evaluating the future of Naval Aviation. It is an extremely exciting place to be and I urge pilots and NFOs with the requisite educational background to give it serious consideration. r

Guest article submitted by CDR Mike Rabens  
XO, USNTPS

# Restricted Line, Staff Corps, TAR

CAPT HICKEY – DSN 223-1231, COMM (703) 693-1231  
e-mail: dhickey@hq.navsea.navy.mil

CDR JOSEPH – DSN 223-1232, COMM (703) 693-1232  
e-mail: ed\_detailer@hq.navsea.navy.mil

LCDR SCHAUDER – DSN 224-3916, COMM (703) 614-3916  
e-mail: ed\_detailer@hq.navsea.navy.mil  
fax: DSN 223-1230; commercial (703) 693-1230

○ Engineering Duty  
{PERS-445}



**WORLD WIDE WEB HOMEPAGE:**

**<http://vislab-www.nps.navy.mil/~edo>**

## ***Acquisition Professional Community***

Congratulations to the 32 LCDRs and CDRs who were selected during the August Board. The community currently has over 200 eligible officers who have not completed their qualifications. We called many of them in preparation for this board, and the result was gratifying, but our goal of having less than 100 not qualified is still a long ways off. If you are a LCDR/CDR, you should be getting command support for completing at least Level II in your current career field. Remember, PG school counts for one year of the time required. The next board is in February 97. Start planning now.

## ***World Wide Web Homepage***

We now have almost 400 subscribers. Why wait for the newsletter and the Directory? Tune in now!

## ***FY97 PCS Plan***

The execution of FY97's PCS moves for the ED community is impacted by shrinking PCS dollars. Our budget will decrease from FY96 levels. This equates to fewer moves. How does this impact you? Well, in accordance with BUPERS priorities, the ED detailer team has prioritized moves for all officers with a PRD in FY97 as follows:

1. In/Out PG School
2. In/Out sea duty
3. In/Out Overseas
4. In/Out Command
5. CAPT Moves
6. Other/Conus

We highly encourage open, frequent, and early communication. The three legs of the detailing triangle; personal desires, career needs, and needs of the Navy all factor into the final solution-your detail. If you are a FY97 roller and have not contacted us via e-mail, phone, or fax please call us and let's compare notes.

## ***Combat System Officer/Electronics Material Officer Jobs***

ED CSO/EMO department head jobs are filled with surface warfare qualified officers with superior performance records at sea and ashore. We have the two LCC-19/20 EMO positions and 11 LHA/LHD CSO positions. We work with the SWO community and have agreed to fill one DDG-51 Precom CSO billet with an EDO. These billets ensure that valuable at sea combat systems experience is available to ED's who will be directing the future design, acquisition, upgrade and maintenance of these increasingly complex systems. The training pipeline is 6 months SWOS Department Head course, Newport RI, then 3 months CSO training prior to reporting aboard. Timing is very important, so if interested let your detailer know early. We are always looking for the best to fill these jobs. â

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## Overseas Billets

The EDO Community has about 70 overseas billets at the CDR and LCDR level. Twenty to thirty need to be filled every fiscal year. Most are located in Italy, Japan, Pearl Harbor, and NAVCENT. In most cases these billets are 3 years accompanied, or 2 years unaccompanied. Some NAVCENT billets are converting to one year unaccompanied tours. We have a CDR and LCDR in Saudi Arabia and a CDR in Bahrain, which now have to be relieved every year. Many EDOs spend at least one tour in these challenging overseas locations, and have a great time doing it. If you are considering any of these

overseas billets let us know. We would much rather fill the positions with qualified volunteers. Call CDR Steve Joseph for details.

## EDO Wannabees

The next Lateral Transfer board is April 1997. Applications are due 1 February. MILPERSMAN 1020150 tells you how to apply and lists the requirements for acceptance. Any questions contact LCDR Tom Schauder, Assistant ED Detailer. r

## ○ Aerospace Engineering {PERS-446} & Maintenance Duty

DSN 224-4869; commercial (703) 614-4869

fax: (703) 693-0163



## Aerospace Engineering Duty Officer (1510)

- AEDO's fill unique and challenging positions while serving in acquisition and readiness jobs at the Naval Air Systems Command, Space and Naval Warfare Systems Command, Naval Aviation Depots, RDT&E facilities, Major Defense Contractor Activities (DCMC commands), and fleet staffs.
- Transfer into the community is accomplished by applying to the semi-annual Lateral Transfer/Redesignation board (April/October) in accordance with MILPERSMAN article 1020150.
- **THE AEDO COMMUNITY IS LOOKING FOR PROVEN FLEET PERFORMERS TO LEAD THE NAVY'S AEROSPACE ACQUISITION WORKFORCE.** Officers with aviation warfare designators, competitive records and a desire to contribute to the Navy's acquisition workforce are encouraged to apply. Significant operational experience is highly desired. Department Head experience, technical graduate, and postgraduate education are not required but significantly enhance any application. Test Pilot School is also desirable and approximately 40% of our community are Test Pilot School graduates.
- Technical postgraduate education and selection to test pilot school may occur after your selection as an AEDO.
- Target year groups are 82-90.
- Lateral Transfer/Redesignation applications for the April 97 board are due 14 February 1997.

For additional information, contact LCDR Clay Snaza, AEDO career manager, DSN 664-1680 x2180, commercial (703) 604-1680 x2180; fax commercial (703) 604-6695. a



*Enjoy the holidays,  
But please don't drink and drive . . .*



## LCDR Selection

Congratulations to all of our newly selected LCDRs! In FY97, we were authorized to select a total of 36 new 1630 LCDR's. Of these 36 selections, 29 were in zone, four officers were selected above zone and three below zone. The key to selection was documented superior performance at sea and in a competitive intelligence tour ashore.

### Senior Officer Billets

Please contact CAPT Darrah if you're interested in any of these outstanding opportunities:

<u>Rank</u>	<u>Billet</u>	<u>Location</u>	<u>Fill Date</u>
CDR	CTF-67	Naples	9708
CDR	Air War College	Maxwell AFB	9707
CDR	Army War College	Carlisle, PA	9706
LCDR	PATWING ONE	Kami Seya	9707
LCDR	ATTACHE Israel	Tel Aviv	9802

### Junior Officer Billets

Please contact LCDR Exner if you're interested in any of these outstanding opportunities:

<u>Rank</u>	<u>Billet</u>	<u>Location</u>	<u>Fill Date</u>
LT	NCIS Bahrain	Manama	9703
LT	COMUSFORJAPAN	Tokyo	9701
LT	FITCPAC	San Diego	9702
LT	DHS HQ	Wash. D.C.	9704
LT	NCIS Japan	Yokosuka	9703
LT	USS G. WASHINGTON	Norfolk	9707

## ○ Intelligence {PERS-4411}

**DSN 224-3072/3; commercial (703) 614-3072/3**

**fax: (703) 614-2198**



### Leaving Active Duty

Continue your naval intelligence career in the Naval Reserve Intelligence Program. With 88 units located in 27 states, chances are there's one near where you plan to live. Contact the Reserve Intelligence Program Officer (RIPO) where you will be locating or CDR Steve Workman, TAR Detailer, at DSN 224-3072, commercial (703) 614-3072.

### TAR Transfer/Redesignation

You can help naval intelligence maintain the best reserve program in the Navy. Continue your active duty career as a TAR intelligence officer.

Applications for the next TAR transfer/redesignation board are due NLT 1 December for the 27 January 97 board. For more details, call CDR Workman. r

## ○ Supply Corps {PERS-4412}

**DSN 224-3471; commercial (703) 614-3471;  
fax (703) 614-8477**



### FY98 Selection Boards

FY98 Selection Boards will soon be upon us. Now is the right time to review and update your service record, not a week or two before your board.

The best way to do this is to obtain a copy of your microfiche and Officer Summary Record (OSR). These are the two documents used by Selection Boards when considering officers for promotion and postgraduate education.

When reviewing your microfiche, ensure that all Fitness Reports (FITREPs) are correctly recorded, all awards are entered and that a recent full-length photo is on file.

The OSR consists of 3 sections (career history, awards and FITREPs). This document should be reviewed for accuracy and continuity in FITREPs, service schools attended, postgraduate education and subspecialty, and additional qualification designators (i.e. warfare quals). Three good sources for information are: "It's Your Career" (NAVSUP P-552), NAVPERS Manual 1583H, and the January - February issue of Perspective magazine:

Once you receive your OSR and microfiche, ensure every FITREP from the date you were commissioned is accurately recorded. Additionally, ensure your OSR reflects exactly the same grades and information as the microfiche, the following actions should be taken to correct your record if required: â

+ FITREP missing from OSR and/or fiche – send copy of FITREP to PERS 323

+ FITREP grades on microfiche don't match OSR grades – send copy of FITREP with copy of OSR showing errors to PERS 323

Review your OSR and microfiche to ensure each personal award you've received (Navy Achievement Medal and above) is accurately recorded:

+ Award is not listed on OSR or fiche – send copy of citation to Navy Department Board of Decorations and Medals

+ Award on fiche, but not on OSR – same as above but explain that the award is already on the fiche

+ Award on OSR, but not on fiche – send citation to PERS 313

Review your microfiche to ensure your current photograph is on file. Ensure college degrees, Navy sponsored courses and warfare qualifications are accurately reflected on the OSR:

+ Picture needs updating - send photo (attached to NAVPERS 1070/10) to PERS 313

+ College degrees or Navy courses are not on OSR – send diplomas, transcripts and/or course completion certificates to PERS 1024C

+ Warfare qualifications not on OSR – include PERS- 4412 as a copy to on your designation letter or fax a copy of your letter to the Career Counselor at commercial (703) 614-8477.

The January-February 1996 issue of *Perspective* magazine discusses service record maintenance. If you have any questions, please contact LCDR Jeff Pritchard (PERS-4412Q) at DSN 224-3471, commercial (703) 614-3471.

## ***Acquisition Professional Community Update***

The Acquisition Professional Community offers a wide variety of challenges in the acquisition workforce. Supply Corps officers who are APC members fill critical acquisition billets in contracting, financial management, logistics and computer systems management. Additionally, statutory expectations dictate that APC members' promotion opportunity is equal to the overall zone opportunity.

The requirements for each level of certification in the acquisition workforce include education, experience, and training requirements as prescribed SECNAVINST 5300.36 and the Defense Acquisition University Course Catalog. These requirements must be documented by transcripts, fitness reports, and training records. Currently, a fulfillment process allows an individual to waive attendance in some training courses based on previous work experience. Fulfillment procedures can be found in the DOD Acquisition Career Management Mandatory Course Fulfillment Program and Competency Standards (ADS-95-03-GD). After 1 October 1997, however, training courses will no longer be waived through fulfillment. Officers filling acquisition positions are eligible for training courses and should consult their training offices to obtain quotas for DAWIA training.

The next Acquisition Professional Community selection board will be held in February 1997. Application requirements will be promulgated by NAVADMIN. Basic eligibility requirements are:

- a. LCDR or above;
- b. DAWIA Level II or III Certification;
- c. Bachelor's degree (w/ 24 credits of business courses) or higher; and
- d. 4 years of acquisition experience.

SUP OP point of contact for DAWIA and APC issues is LT Alan Reyes, OP32D, (703) 614-3471.

## ***The Detailer's Corner***

**Are you a Supply Corps Lieutenant looking for a good dependent tour afloat?** Consider an AOE. A tour aboard an AOE provides the opportunity to earn a SWSCO warfare pin, valuable experience as a Stores or Stock Control Officer, good visibility with other Supply Officers, and a rewarding professional challenge in a fast-paced operational environment. AOE's are an alternative to a tour aboard a CV/CVN and can be just as career enhancing as a

### **Addresses and Phone Numbers:**

Navy Department Board of Decorations and Medals  
2000 Navy Pentagon  
Washington, DC 20350-2000  
Comm: (202) 685-1770

Bureau of Naval Personnel  
Code: PERS 323  
Washington, DC 20370-5323  
Comm: (703) 614-1196; DSN: 224-1196

Bureau of Naval Personnel

Code: PERS 313  
Washington, DC 20370-5312  
Comm: (703) 614-3654; DSN: 224-3654

Bureau of Naval Personnel  
Code: PERS 1024C  
Washington, DC 20370-5000  
Comm: (703) 614-5873; DSN: 224-5873

other large deck platforms. AOE billets are available during the January to July 1997 time frame. For more information, contact LCDR Drew Morgan, OP12A (PERS- 4412F), LT Sea and Overseas Detailer, at DSN 224-2862/0918 or commercial 703-614-2862/0918.

The following LCDR overseas "Joint-Duty" assignments are available:

- JUSMAG Thailand - Bangkok, Thailand; FMS Logistics Management; (2 year tour); Fill date: 9705.
- COMALCOM - Anchorage, Alaska; Logistics Plans Officer; (3 year tour); Fill date: 9706.
- USMTM Riyadh- Riyadh, Saudi Arabia; Contracting; (1 year unaccompanied tour); Fill date: 9708.
- CINCIBERLANT- Lisbon, Portugal; Budget Officer; (3 year accompanied or 2 year unaccompanied tour); Fill date: 9707.

If interested in these or other overseas assignments call LCDR Alma Green, PERS-4412C, DSN 224-0917, commercial (703) 614-0917.

The following LT overseas assignments are available:

- NAS KEFLAVIK - UIC 63032. Stock Control Officer, 30 months accompanied or 18 months unaccompanied. Fill date 9705.
- NSGA MISAWA, JAPAN - UIC 66752. General supply, 3 years accompanied or 2 years unaccompanied. Fill date 9706.
- NAF MISAWA, JAPAN - UIC 68212. General supply, 36 months accompanied or 24 months unaccompanied.

If interested in these or other overseas assignments, contact LCDR Drew Morgan, PERS-4412F, DSN 224-0918, commercial (703) 614-0918. r

## ○ CEC {PERS-4413}

**DSN 224-3635; commercial (703) 614-3635**  
**fax: (703) 695-7639**



### FY97 Board Dates

The dates for the FY-97 Board Dates are as follows:

CAPT	3 Feb 97 17 Mar 97	CAPT Command Screen
CDR	14 Apr 97 7 Apr 97	CDR Command Screen
LCDR	9 Jun 97 Oct 97	PG School
LT	11 Aug 97 Feb 97	Intern Architect Program
Transfer/Augmentation	15 Oct 96/28 Apr 97	
Acquisition Professional	18 Feb 97/25 Aug 97	

Plan ahead for your board. If you are coming before a selection board, it is recommended that you ensure accurate documents and proper photographs are in your microfiche record. Updates need to be submitted two to four months prior to the board convening date to ensure that your record is updated.

### Graduate School Home Page

The CEC graduate school homepage is now open for business. The page includes the updated text of the CEC Graduate Education Information for Civilian In-

stitutions handbook. The page also will list the titles of theses or reports completed by past CEC officers now on file at the libraries of CECOS and the Naval Postgraduate School in Monterey, CA. In addition, interested commands

will be able to submit potential topics and points of contact for research by the graduate students. View the page at: <http://www.navy.mil/homepages/navfac/seabee/cecgrad.htm>

### Acquisition Professional Community (APC)

The next Acquisition Workforce Improvement Act (DAWIA) Acquisition Professional Community (APC) selection board is scheduled to convene at BUPERS on **18 Feb 97**. Most senior CDR and CAPT billets are coded ACC (acquisition, contracting, critical). However, all CAPT billets are coded ACC. To date, 73 percent of all eligible Civil Engineer Corps officers are APC members.

The board will rely primarily upon the officer's BUPERS microfiche and the Naval Facilities Engineering Command's Contract Training Center procurement training database to validate training, education and experience. Experience may be validated by officer FITREPs or Officer Summary Records (OSRs). Education may be validated by college transcripts or OSRs (for degrees earned only). Training is validated by the use of the Naval Facilities Contracts Training Center (NFCTC) NAVFAC Procurement Training Data Summary. If necessary, officers may update their records for the board by sending supplemental information to the CEC detail office (Attn:PERS-4413D).â



endorsements are required). A sample application is available on the CEC Bulletin Board in BUPERS ACCESS or can be obtained from the Detail Office. Mail or fax to CAPT Brown, PERS-2MM/447, fax (703) 614-4047 (DSN 224-4047), address: Bureau of Naval Personnel, PERS 2MM, 2 Navy Annex, Washington, DC 20370.

The option to apply for fulfillment for contracting courses will expire 1 October 1997. If you feel that you have sufficient experience to receive course credit by fulfillment, contact your training officer for the proper fulfillment forms.

### ***Lateral Transfer/Redesignation Board***

About 25 percent of CEC accessions are line to staff transfers. The Lateral Transfer Board meets twice per year, in April and October. Applications must be received by PERS-251 at least 60 days before the board meets. MILPERSMAN 1020150 provides application guidelines. Officers should meet the following criteria:

- 3 Strong engineering/architecture education.
- 3 Engineering degree accredited by the Accreditation Board for Engineering and Technology (ABET) or an architectural degree accredited by the National Architectural Accrediting Board (NAAB). Preferred engineering majors are civil, mechanical and electrical. Other ABET accredited engineering degrees will also be considered. Applicants with valid Engineering-in-Training Certificates have primary consideration.
- 3 Officers will be considered from any designator with primary consideration given to warfare qualified officers from 111X, 112X, 131X, and 132X designators.
- 3 Officers must have completed two years of active commissioned service but not more than three years as a LT by the convening date of the board.

The Redesignation (augmentation) Board is concurrent with the Lateral Transfer Board. Successful applicants typically have a record of sustained superior performance and certification as an Engineer-in-Training, Professional Engineer, or Registered Architect. As with the Lateral Transfer Board, applications are due to PERS-251 no later than 60 days prior to the convening date of the board. MILPERSMAN 1020120 provides application criteria.

### ***BUPERS On-Line***

Thanks to the Internet, communicating with the detailers has never been easier. If you have an Internet address, please forward it to us at one of the following Detail Office Internet Addresses:

CAPT Mehula	p4413 @bupers.navy.mil
LCDR Ashley	p4413a@bupers.navy.mil
LCDR Stratman	p4413e@bupers.navy.mil
LCDR Addison	p4413d@bupers.navy.mil
LCDR Lynch	p4413b@bupers.navy.mil
LT Collins	p4413c@bupers.navy.mil. r

### **○ Chaplain Corps {PERS-4414}**

**DSN 225-4415;  
commercial (703) 695-4415  
fax (703) 614-4725**



### ***Postgraduate Selection Board Preparations***

The FY97 Postgraduate Bank Selection Board will meet in conjunction with the FY97 LT (CHC) Promotion Board in February. The eligibility requirements are set to comply with assignment policies established by offices of the CNO:

- LCDRs (SEL) through midgrade LCDRs (four years time in grade)
- PRDs that can accommodate a move in September of the following FY. CNO policy precludes the assignment of officers who fail to select for promotion. Chaplains do not need to apply to the PG Bank Selection Board. Eligible chaplains are automatically considered. Chaplains who do not wish to be considered should check the appropriate box in section three of their Officer Preference and Personal Information Card.

### ***Projected Rotation Date Extension Request***

All PRD extension requests must be submitted to the Chief of Chaplains (PERS-4414) with a command endorsement by either mail or fax. E-mail and telephone requests will not be accepted. r

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## ○ Medical {PERS-4415}

**Medical Corps: (703) 695-7960**

**Medical Service Corps: (703) 695-9004/5/7**

**Dental Corps: (703) 695-9100**

**Nurse Corps: (703) 695-7703**

**Medical Placement: (703) 695-5837**



### **Medical Corps (MC)**

Don't miss the boat! Primary care specialists now have opportunities to combine their outstanding clinical skills with the challenge of operational medicine. As the Surgeon General's "health care to the deckplates" moves forward, positions have been created on the large deck amphibians (LHA/LPD/LCC) for specialists in Family Practice/Internal Medicine/Pediatrics/Emergency Medicine/Occupational Medicine. If you are interested in the opportunity to homeport in San Diego, Norfolk, or Japan, and be where the action is, then this is for you. These are department head positions with the line that will add a significant personal and professional dimension to your career. So don't get left at the pier ... stay competitive and take advantage of working with the best of the best. To get the details call CDR Nathan, MC, USN at BUPERS; DSN 225-7960 or commercial (703) 695-7960. r



### **Medical Service Corps**

LCDR Flo Crosby, the first Assistant Health Care Administration Assignment Officer, recently transferred to U. S. Naval Hospital, Lemoore, California as the Director for Administration. Her tireless efforts and sincere dedication have brought an expectation of outstanding support from the junior HCA community that we will strive to maintain. We bid her a well deserved "Bravo Zulu" and wish her continued success in her new assignment.

We welcome LCDR(Sel) Roland Arellano, as the new HCA Assignment Officer. He recently completed a tour at U. S. Naval Hospital, Naples, Italy. His previous assignments and training bring a wealth of health care administration experience to draw upon as he assumes this challenging assignment. We also welcome as a new addition to the assignment team, HMC Flores, the Health Care Administration Order Writer, who comes to us from U. S. Naval Hospital, Millington, Tennessee.

In this period of decreased PCS funding, we must constantly strive for efficiencies in all that we do. This includes carefully assessing how and where we transfer people from assignment to assignment. In this process, our priorities will continue to remain the same:

- Priority 1: Operational Billets: surface ships, fleet marine force, and fleet surgical teams.
- Priority 2: Graduate Training Programs.
- Priority 3: Overseas Activities (OCONUS).
- Priority 4: Continental United States (CONUS) activities.

Remember, the key to addressing your professional needs is to ensure you communicate with your detailee. The following e-mail addresses are provided:

CAPT GARN, Health Care Sciences (Non-operational sub-specialties), p4415j@bupers.navy.mil

LCDR FERIL, Health Care Sciences (Operational sub-specialties and PAs), p4415j1@bupers.navy.mil

CDR SULLIVAN, Health Care Administration, LCDR and above, p4415i@bupers.navy.mil

LCDR(Sel) ARELLANO, Health Care Administration, LT and below, p4415ia@bupers.navy.mil

Telephone numbers are: Health Care Sciences, DSN 225-9004 or commercial (703) 695-9004; Health Care Administration DSN 225-9005 or commercial (703) 695-9005. The order writers assigned to the office are HMC Flores and HM2 Wright and are available to assist with questions related to your orders. r



### **Nurse Corps**

As we move into the new year, the Nurse Corps Assignment Section is preparing a distribution plan which will meet the needs of the Navy, officer career needs, and officer's personal needs. The following describes some of the issues and approaches the detailee will take in the distribution process to represent the individual officer:

' Assignment of new accessions overseas: Based on workload data, several facilities overseas currently have equal or greater clinical experiences available than CONUS facilities currently being assigned new accessions. All can provide basic medical, surgical, critical care, obstetrical, and ambulatory nursing. For new accessions meeting specific criteria, the opportunity exists to lessen the impact on the commands currently receiving new accessions. Those

selected will possess prior direct patient care experience, a strong performance record, maturity and the desire for a challenging assignment. The following overseas MTFs will begin receiving new accessions in the summer of 1997: Okinawa, Guam, Yokosuka, Rota, Naples, and Puerto Rico.

' New operational billets will be coming on-line. A Fleet Surgical Team has been added in San Diego, Little Creek, VA, and Okinawa, Japan. Each team has a nurse anesthetist, operating room nurse, and critical care nurse.

' If you are planning to apply for the Duty Under Instruction Selection Board of January 1997, BUMED Instruction 1520.27A is the current guidance for submitting applications. Keep in mind, applications are limited to Nurse Corps officers and TNWOs whose original projected rotation date (PRD) is not later than: (1) the start date of the desired curriculum; and (2) 12 months following the selection board convening date and who are not in receipt of permanent change of station (PCS) orders at the time of the selection board. Factors to be weighed by applicant when choosing a university must include program quality and cost effectiveness such as in-state tuition. In addition, the proximity to current and follow-on duty stations will receive added emphasis in the assignment process.

' Detailing continues to be a dynamic process. Under ideal circumstances, the informal standard is to have officers actively begin working with their detailer 9-12 months in advance of their PRD and have new orders cut 6 months in advance of the PRD. Since it is likely that one or more of the criteria discussed with the officer may not be in place 6 to 9 months in advance of an officer's PRD, there may be many cases where orders are not cut until 4 to 6 months prior to the officer's PRD.

In November 1996, LCDR Jill Szymanski will report from USNH Sigonella as replacement for LCDR Mary Beth Schall (PERS-4415S). In December, LCDR Schall will detach to University of Rhode Island to complete a Master's Degree in Nursing Administration. Please join us in wishing "Fair Winds and Following Seas" to LCDR Schall and a hearty "Welcome Aboard" to LCDR Szymanski. Any questions may be directed to CDR Boechler at 693-1245.



## **Dental Corps**

DSN 225-9101/9103; commercial (703) 695-9101/9103; fax (703) 614-4047

Are you up for orders in 1997? Those officers who are scheduled to move in FY97 should have received a listing of billets that are projected for the whole year. We encourage you to use this listing and fill out a duty preference card prioritizing your choices. This card should be mailed to your respective detailer and then followed with a phone call. The phone call is important to the assignment process and allows you to express the reasons for your preference as well as giving the detailer an opportunity to provide you with some career counseling and guidance.

There is a new Senior Dental Assignment Officer: CAPT Steve Arthur arrived in June. Your requests and correspondence should be addressed to:

CAPT Steve Arthur (PERS-4415G)  
Bureau of Naval Personnel  
2 Navy Annex  
Washington, DC 20370-4415. r

**O JAG Corps {PERS-4416}**  
**DSN 221-9830; commercial (703)**  
**325-9830; fax: (703) 325-7429**



Voice mail box extensions:

CAPT Burnett - X 6101	CDR Bengtson - X 6102
LCDR Tuider - X 6107	LCDR Knowles - X 6103
LCDR Luster - X 6109	

## **Postgraduate Education**

One of the best benefits available to our mid-career judge advocates is the PG School Program. Officers are considered for PG School from the time they are selected for augmentation until they are in zone for CDR. The PG Board meets each August. Once selected for PG School, officers may obtain LL.Ms in International/Ocean Law, Environmental Law, Health Care Law, Tax Law, Military Justice and Criminal Law/Advanced Trial Advocacy. For a list of approved PG schools, see OPNAVNOTE 1520. The Advanced Trial Advocacy program was recently added to the list of approved curriculums this year. We anticipate sending two students to Temple University in May 1997 to obtain an LL.M in Advanced Trial Advocacy. We project sending 20 officers to PG School FY97.

Selection for the PG program remains very competitive as reflected by a 7% select rate from the August 1996 PG Board. As with all selection boards, it is imperative a

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that your microfiche record is 100% complete. Do not let an inaccurate or incomplete record stand between you and selection. As with all boards, any officer who desires may submit additional matters to the President of the PG Board for consideration. For further information, contact LCDR Bob Tuider (PERS-4416C) at DSN 221-9830 or commercial (703) 325-9830. r

**○ TAR {PERS-4417}**

**DSN 224-8386/7/8**

**commercial (703) 614-8386/7/8**

**fax: (703) 614-4047**

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**TAR Aviation**

**Greetings from the New Aviation TAR Detailer.**

First, I would like to thank CAPTAIN Doug Birr for the great job he has done over the past few years and for the outstanding turnover he provided. I can honestly say it is great to be back in Washington and es-

pecially back in BUPERS. There has been lots of change since I was here as 4417C in 1986 but one thing that has not changed is the view from our office. Not that you need to come and look out our window but both CDR Howell and I encourage you to come to Washington and visit us.

I just finished recording the TAR Aviation CDR Command Screening Board. The competition, as expected, was very tough. However, once again, continued outstanding performance is the key to aviation command. Obviously, your Officer-In-Charge tour is very important but tours on major Washington Staffs and COMNAVAIRESFOR Staff in New Orleans certainly strengthened an individual's record as did tours on wing staffs.

Speaking of major staff tours, I am in the process of detailing officers to Commanding Officer positions of our NARCENS and XO slots at our air stations and NARS. Once again, those officers who have performed well and served on major staffs are getting those billets.

*CAPT Peterson, Head, TAR Assignment, (PERS-4417)*

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**TAR Aviation Junior Officer Slates**

During late summer of each year, the TAR aviation junior officer slating process is completed. It is here that all reserve force squadron manning needs for the coming calendar year are addressed. Personnel from both squadrons and shore sites with appropriate PRDs are looked at. This slating process is not unique from other detailing actions in that the needs of the service, career needs of the individual, and personal desires are all considered. What is unique is that all rollers in a given community are considered at one time. This is done due to our relatively small numbers, to ensure that no single command or community has any prolonged manning gaps. This process has been pushed back some on the calendar to allow for release of the LCDR and CDR results.

Inputs are solicited from commanding officers, wing commanders and CAGS, and not least, each officer. Every effort is made to accommodate personal wishes while still addressing career and force needs. There will be times, however, when an officer and the detailer come to radically different conclusions about a particular set of orders. In these cases, open and frank communications about career aspirations, professional performance and geographic diversity are sometimes necessary to find common ground and work toward an appropriate assignment.

The first step in this entire slating process is that old standby, the Duty Preference Card. There are no guarantees that you will get your first choice if you send in an updated preference card, but the chances are significantly higher than if you don't. â

ing a rewarding tour as Commanding Officer of USS SIDES (FFG-14). Previous tours include command of Naval and Marine Corps Reserve Center Savannah GA, NRF program manager on the staff of COMNAVSURFRESFOR New Orleans, and various at sea CRUDES assignments. CAPT Barrett will assume command of Naval and Marine Corps Reserve Center, Washington DC.

LCDR Jerry Hamel has just completed a challenging tour as pre-commissioning Repair Officer of USS BOXER (LHD-4). LCDR Hamel's past assignments include Executive Officer of a large Naval Readiness Center, Operations Officer on the staff of COMDESRON 25, and USS BADGER (FF-1071). LCDR Hamel is an Executive Officer selectee and will go out for his XO ride upon completion of this tour. CDR Costa departed en route to the Industrial College of the Armed Forces (ICAF) as a student and then PCO school in Newport RI prior to command afloat.

**TAR CDR Selective Early Release from Active Duty (SERAD) Policy.** The second TAR CDR SERAD board is scheduled to convene in December 1996 to consider CDRs promoted to their current grade in FY97 for early release from active duty. TAR CDR SERAD is expected to continue through FY99. Officers identified for SERAD on the FY97 board will be released from active duty 1 September 1997, or when they attain 20 years commissioned service, whichever is later. Officers who will not have 20 years active duty by their required release date must apply for TERA. See upcoming NAVADMIN for details or direct questions to the TAR Officer Community Manager, CDR Bill Wright, at DSN 223-2316 or commercial (703) 693-2316.

**FY97 Surface Warfare LCDR CO/XO Board.** The FY97 LCDR CO/XO screening board recently reported out. Screening percentages for TAR were as follows:

<u>Looks</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>Total</u>
1117	8/17 47%	1/13 7%	1/7 14%	10/37 27%
1137	0/1 0%	0/0 0%	0/4 0%	0/5 0%
1147	1/2 50%	0/2 0%	0/1 0%	1/5 20%

As always, the keys to selection were:

- + Sustained superior performance in every tour;
- + Recommendations for XO, early command, CO afloat; and

- + Completion of all professional qualifications (EOOW, TAO).

#### **Board highlights:**

- + Recommendations for XO/CO afloat must be in every fitness report, including fitness reports during ashore reserve management tours.
- + Timing was critical. An officer had to be completed, or nearly completed with the second department head tour to be competitive.
- + A current photograph (within 12 months of board convening date). Many records had out-of-date photos. Body fat is critical.

Bottom line: Take the tough at-sea jobs and perform well them.

#### ***TAR Transfer and Redesignation Board Convening 27 January 1997***

All TARS are encouraged to help spread the word. You are a great source of information for the TAR program. Applications are now being accepted for the January 97 TAR Transfer and Redesignation Board. Categories of officers being considered including Regular and Reserve Officers on active duty or Ready Reserve status, for transfer into the program in their present line or staff position; Regular or Reserve active-duty list and TAR staff corps officers for transfer into a TAR line designator; and Regular or Reserve active duty list officers and TAR line officers for transfer into a different TAR Designator. Applications must be submitted to PERS-4417 via the chain of command by 16 December 1996 to be considered during the January board. Application information is set forth in MILPERSMAN 1020200 for Active Duty Officers and MILPERSMAN 1820230 for Ready Reserve Officers and will be further amplified in a forthcoming NAVADMIN. Direct your questions to LCDR Jerry Hamel at DSN 224-8386 or commercial (703) 614-8386. â

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## ***Duty Preference Card (DPC)***

It is extremely important to keep an updated DPC on file! The first reference checked while preparing for slating to sea tours, split slating for second department head tours, follow on reserve management assignments, War College assignments and new Post Graduate School preferences is the DPC. If your DPC is over 18 months old – it's time for an update!

## ***CDR Command Opportunity***

**TAR Special Warfare.** Special Warfare and Special Operations officers will go before the screening board for CDR Command beginning in their 13th year of active commissioned service. The CDR Command Screening Board is scheduled to convene 9 December 1997 for approximately two weeks. Officer full length photographs should be within one year of the board. All eligible TAR officers are reminded to ensure that their microfiche, Officer Summary Record (OSR) and Performance Summary Record (PSR) are up to date.

**○ Fleet Support {PERS-4419}**  
**DSN 224-3515; commercial (703) 614-3515**  
**fax: (703) 614-4047**

## ***Split Tours and Tour Extensions***

A split tour, whether for a sea or shore assignment, is defined as a reassignment within the same geographic location at no cost to the government. You are encouraged to explore the possibility of fitting a split tour into your career plans. Any consideration of a split tour must be consistent with the needs of the Navy and your career development. For Fleet Support Officers, split tours offer an excellent opportunity to build breadth and depth in core competencies. In many locations, reassignment to a position in another of the various subcomponents of a core competency and/or assignment from the field unit to a senior headquarters can be accomplished. Split tours must be for a minimum of 24 months.

Tour extensions are another vehicle to broaden experience in a core competency. In these dynamic times, there are many challenges and career development opportunities that span past a prescribe tour length. A tour length extension of six months to one year can allow for this continued growth, as well as, additional achievements and lessons learned.

All split tour requests must be submitted to and approved by PERS-44. Tour extension requests should be forwarded to PERS-4419 at least six months in advance of PRD. Both requests must be endorsed by the chain of command.

## ***New TAR Fleet Support Detailer/Community Manager (1707)***

Welcome aboard to CDR (sel) Jennifer Strother who recently joined us as the TAR Fleet Support Detailer. She is reporting from Headquarters Marine Corps where she served as the mobilization officer. Her previous tours include: training officer at Readiness Command Region Seven; Commanding Officer, NMCRC Waco, TX; Staff Liaison Representative (LANTREP) for COMNAVSURFRESFOR; and Executive Officer NMCRC Norfolk. CDR(sel) Strother is a welcome addition to the TAR detailing team. r

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## ***Naval Postgraduate School (NPS) Procedures and Screening Process***

Due to the increasing demand to attend NPS and the significance of attaining graduate level education in the 1700 community, procedures have been revised for screening and selecting those officers who are ordered to postgraduate education. The following procedures will become effective for all officers attending the NPS in FY98:

1. Any 1700 officer desiring to attend NPS must submit a written request, either by memo or duty preference card, to his/her detailer listing their top three curriculum preferences. The Academic Profile Code (APC) must be included. [Note: The officer must already have the qualifying APC code for the desired curriculum and the APC code must be on file with NPS.]
2. The written request must be submitted one year prior to PRD. Officers will not be detailed prior to their PRD. Requests for future years will not be maintained on file.
3. In the case of officers who have taken the required courses to raise their APC code, but the code has not been updated in the system by NPS, a copy of the transcript must be forwarded along with the written request.
4. Outstanding performance is essential for selection
5. Quotas for NPS are generally received in the month of June prior to the year of attendance (i.e. quotas for 1998 are issued in June of 1997). Officers should be notified by the end of July if they have received a quota and the curriculum to which they've been assigned. â

## Downstream Billets

<u>Command</u>	<u>Rank</u>	<u>Billet</u>	<u>Fill Date</u>
CINCIBERLANT	CDR	LOGISTICS	9705
NCTAMS MED	CDR	XO	9702
BUPERS	LCDR	POW/MIA OFF	ASAP
DISA	LCDR	STRAT PLANS	ASAP
COMUSNAVAK	LCDR	LOGISTICS	9705
COMICEDEFOR	LCDR	COMM OFF	9707
NRD HOUSTON	LT	OPO	ASAP
NRD MICHIGAN	LT	OPO	ASAP
BUPERS	LT	(Multiple Jobs)	ASAP
NS PEARL HAR	LT	BQ MANAGER	9612
NRD COLUMBUS	LT	OPO	9701
NRD RICHMOND	LT	OPO/EPO	9701
NRD PITTSBURGH	LT	OPO	9701
NADMU SCOTIA	LT	FAM SER CTR	9611

### IMPORTANT DATES:

CO Scrn Bd: 16 Dec 96 CAPT Bd: 14 Jan 97 LCDR Bd: 6 May 97  
XO Scrn Bd: 24 Mar 97 CDR Bd: 11 Mar 97 LT Bd: 21 Jul 97

## Hail and Farewell

Welcome aboard to CDR Kathy Sapp who has relieved CAPT Marilyn Augustine as the Community Manager. Prior to reporting to BUPERS, CDR Sapp served as the Recruit Training Program Manager at CNET. Holding an MS in Manpower, Personnel and Training (MPT) Analysis from Naval Post Graduate School, she has an extensive background in MPT and Logistics Support. CAPT Augustine has succeeded CAPT Connie Civiello as Head of the Fleet Assignments Branch. Her reassignment from community management to detailing provides continuity in the execution of a wide range of transition issues. CAPT Civiello has made a cross-town move to serve as the Executive Assistant to Commander, Navy Recruiting Command. A "plank holder" in establishment of the Fleet Support Community, her contributions have been invaluable and we wish her well. r

# BUPERS Directory

**For e-mail address, replace xxx with listed PERS-code:**

***pxxx@bupers.navy.mil***

**example – to e-mail the aviation junior officer VF detailer:**

***p432g@bupers.navy.mil***

**\* indicates no e-mail available**

<u>PERS-code</u>	<u>Position</u>	<u>Incumbent</u>	<u>DSN</u>	<u>Commercial</u>	<u>Ext</u>
461D	Managing Editor, <i>Perspective and Link</i> Magazines	LT Zip	225-0132	(703) 695-0132	
461D1	Editor, <i>Link</i>	JOC Briggs	223-1195	(703) 693-1195	

## Perspective and Link Magazines

## BUPERS Access / IVR and BUPERS Home Page Technical Support

4G2C	BUPERS Access / IVR Technical Support BUPERS Access Data Personal Account BUPERS Access Data Command Representative Account Interactive Voice Response (IVR)	DPC Konen	224-8083	(703) 614-8083 1-800-346-0217 1-800-762-8567 1-800-951-NAVY
1023	BUPERS Home Page Technical Support BUPERS Home Page e-mail address	DPC Reese	224-1943	(703) 614-1943 <a href="http://www.navy.mil/homepages/bupers">http://www.navy.mil/homepages/bupers</a>

## Personnel Policy Advisors

203D	Personnel Exchange Program (PEP) Advisor	LCDR Hunter	224-5393	(703) 614-5393
2MM	Acquisition Professional (AP) Advisor	CAPT Brown	227-8761	(703) 697-8761
2WW	Women Affairs Advisor	CDR Brehm	225-9385	(703) 695-9385
455	Joint Policy Advisor	CDR Burlingame	223-2345	(703) 693-2345
455A	Title 10 Compliance	LCDR Grace	223-0036	(703) 693-0036
455B	JPME Phase II Quota Control	LT Velasquez	224-2048	(703) 614-2048

462	TAD/Joint Operations Assignments Advisor	LCDR Terrell	223-2948	(703) 693-2948
4622	TAD Assistant	LT Catherina	223-1192	(703) 693-1192
61	Director, Equal Opportunity Division	CAPT Stafford	224-2007	(703) 614-2007
61B	Deputy Director	CDR Olmo	225-2860	(703) 695-2860
611	Navy Affirmative Action Plans Advisor	LCDR Haeg	225-2651	(703) 695-2651
613	Sexual Harassment/CMEQ Advisor	LCDR Imgrund	225-2824	(703) 695-2824
614A	Minority Affairs Advisor	CDR Olmo	224-1190	(703) 614-1190
614B	Minority Affairs Advisor	LCDR Burke	224-2008	(703) 614-2008

### ***Microfiche, PSR/OSR, Selection Boards, Fitness Reports, ODC Support***

* 313D	Microfiche & PSR/OSR Support fax ordering	LT Wichmann	224-3654 224-8882	(703) 614-3654 (703) 614-8882
* 321	Selection Board Support	LT Bertelsen	224-3105	(703) 614-3105
* 322	FITREP/EVAL Support and FITREP/EVAL Selection Board Support	Help Desk	224-1132	(703) 614-1132
* 1031D1	Officer Data Card (ODC) Support	Ms Jones	224-2213	(703) 614-2213

### ***Inservice Procurement and Transfer Division***

25	Director	CDR Wessel	224-3887	(703) 614-3887
251	Head, Lateral Transfer/Redesignation	LT Green	224-1193	(703) 614-1193
252	Head, Officer Recall	LCDR Simmons	224-2825	(703) 614-2825
253	Head, Officer Separations	LT Bischeri	223-2206	(703) 614-2206
* 253B	Officer Involuntary Separations	PNC Sheard	224-2894	(703) 614-2894
* 253C	Officer Resignations	Ms Atkinson	223-0987	(703) 614-0987

### ***Officer Promotions Division***

26	Director	CDR Stewart	224-2725	(703) 614-2725
* 26A	Admin Officer	CWO3 Young	224-2725	(703) 614-2725
* 26C	Officer Special Board Coordinator	LT Castleberry	224-2725	(703) 614-2725
26L	Line Selection Board Liaison	LCDR Anderson	224-2725	(703) 614-2725
* 26M	Staff Selection Board Liaison	LT Nathan	224-2725	(703) 614-2725
* 93	Director, Reserve Officer Promotions	CDR Carlock	288-8691	(202) 433-8691

### ***Retirements Division***

27	Director	Ms Ryan (Acting)	224-2690	(703) 614-2690
271	Head, LIMDU/Disability Retirement	PNCS Stultz	224-7990	(703) 693-7990
272	Head, Officer Retirement	CWO4 Abrams	223-7995	(703) 693-7995

### ***Officer Community Management (OCM) and Career Planning Division***

21	Director	CAPT Reese	223-2303	(703) 693-2303
211	Head, OCM	CAPT Kikta	223-2301	(703) 693-2301
211C	Chaplain Corps OCM	CAPT Belanus	224-4438	(703) 614-4438
211D	AED/AMD OCM	CAPT Hixson	224-4869	(703) 614-4869
211E	Engineering Duty OCM	CAPT Hickey	223-1231	(703) 693-1231
211F	Special Warfare OCM	LCDR Campion	224-8327	(703) 614-8327
211G	Fleet Support OCM	CDR Sapp	223-2308	(703) 693-2308
211H	Special Operations OCM	CDR Tillotson	224-8328	(703) 614-8328



211I	Intelligence OCM	CAPT Darrah	224-3072	(703) 614-3072
* 211J	JAG Corps OCM	CAPT Burnett	221-9830	(703) 325-9830
* 211K	CEC OCM	CAPT Mehula	224-3635	(703) 614-3635
211L	LDO/CWO OCM	CDR Hart	223-2309	(703) 693-2309
211L1	Assistant LDO/CWO OCM	LT Jones	223-2310	(703) 693-2310
211M	Medical Department OCM	CAPT Gibbin	223-2328	(703) 693-2328
211M3	Medical Service Corps/Dental Corps OCM	CDR Brannman	223-2327	(703) 693-2327
211M4	Medical Corps OCM	CAPT Simpkins	223-2311	(703) 693-2311
211M5	Nurse Corps OCM	CAPT Kenney	223-2326	(703) 693-2326
211N	Submarine OCM	CDR Struble	225-1242	(703) 695-1242
211O	METOC OCM	CAPT Donaldson	224-0520	(703) 614-0520
211P	Public Affairs OCM	CDR Brady	224-2708	(703) 614-2708
211Q	Cryptology OCM	CAPT McDonald	224-3403	(703) 614-3403
* 211R	Merchant Marine OCM	CAPT Van Oss	332-7128	(703) 602-7128
211S	Supply Corps OCM	CAPT Culvyhouse	224-3471	(703) 614-3471
211S1	Supply Corps Requirements	LCDR Walker	224-3471	(703) 614-3471
211V	Aviation OCM	CDR Ryan	223-2306	(703) 693-2306
211W	Surface OCM	CDR Kusumoto	223-2305	(703) 693-2305
* 214	TAR OCM	CDR Wright	223-2316	(703) 693-2316

### ***Surface Officer Distribution Division***

41	Director/CAPT Assignment	CAPT Marzluff	224-8341	(703) 614-8341
41B	Deputy Director	CDR Feckler	224-8341	(703) 614-8341
41A	Assistant CAPT Assignment	CDR Howington	224-8341	(703) 614-8341
410	Head, CDR Assignment	CAPT Chapman	224-3678	(703) 614-3678
410A	Assistant CDR Assignment	CDR Quinn	224-3679	(703) 614-3679
410B	Assistant CDR Assignment	LT Cutsinger	224-3679	(703) 614-3679
411	Head, LCDR Assignment	LCDR Chandler	224-2270	(703) 614-2270
411A	YG85 & Junior	LCDR O'Rourke	224-2270	(703) 614-2270
411B	YG84 & Senior	LCDR Chandler	224-2270	(703) 614-2270
412	Head, Junior Officer Assignment	CDR Reilly	224-3831	(703) 614-3831
412B	Sea Coordinator	LCDR Wetherald	224-3831	(703) 614-3831
412A	Shore Coordinator	LCDR Lauer	224-3831	(703) 614-3831
412S	2nd Department Head Assignment	LCDR Wetherald	224-3831	(703) 614-3831
4128	1st Department Head Assignment	LCDR Negus	224-3831	(703) 614-3831
4121	2nd Division Officer Assignment	LCDR Negus	224-3831	(703) 614-3831
4122	2nd Division Officer Assignment	LT Grotewold	224-3831	(703) 614-3831
412I	Initial Assignment	LT Colagiuri	224-3831	(703) 614-3831
412N	Surface Nuclear Assignment	LCDR Mullen	224-3831	(703) 614-3831
413	Head, Surface Ship Placement, CRUDESGRU Staffs	CDR Woolley	220-1976	(703) 693-1976
413A	LANT CRUDES Ships and Staffs	LCDR Carney	223-0912	(703) 693-0912
413B	PAC CRUDES Ships and Staffs	LCDR Johnson	223-1979	(703) 693-1979
413E	CLF/MIW/PC/MSC/ATG	LCDR Stubblefield	223-1983	(703) 693-1983
413F	Amphibious/CNSL/CNSP	LCDR Barrington	223-1985	(703) 693-1985
414	Head, Surface LDO/CWO Assignment	CDR Williamson	223-1953	(703) 693-1953
414A	Deck/Admin	LT Schultz	223-1954	(703) 693-1954
414B	Ord/OpTech/ADP	LCDR Scharf	223-1956	(703) 693-1956
414C	Engineering	LCDR Patrick	224-8553	(703) 614-8553
414D	Elex/Comm	LCDR Freeman	223-1955	(703) 693-1955
415	Head, Special Warfare Assignment/Placement	LCDR Campion	224-8327	(703) 614-8327
416	Head, Special Operations Assignment/Placement	LCDR Windhorst	224-8328	(703) 614-8328

## ***Submarine / Nuclear Power Officer Distribution Division***

42	Director/CAPT Assignment	CAPT Feeley	225-1205	(703) 695-1205
42B	Deputy Director/CO Detailer	CAPT Tracy	225-3965	(703) 695-3965
421	Head, Sub/Nuclear Power Assignment	CDR Myers	225-0688	(703) 695-0688
421A	Post-Department Head Shore Detailer	LCDR Genoble	225-4047	(703) 695-4047
421B	Department Head Detailer	LCDR Kirk	225-4048	(703) 695-4048
421C	Junior Officer Shore Detailer	LT Spencer	225-4039	(703) 695-4039
421D	Junior Officer Sea Detailer/Medical	LT Lebenthal	225-4331	(703) 695-4331
421E	Accession/Resignations	LT Brunner	225-4062	(703) 695-4062
422	Head, Nuclear Sub LDO/CWO Assignment	LCDR Danaher	225-4209	(703) 695-4209
422A	LDO/CWO Detailer	LCDR Jorfi	225-1240	(703) 695-1240
422B	LDO/CWO Detailer	LCDR Wilkie	225-6119	(703) 695-6119
423	Staff Placement	LCDR Rauch	225-3923	(703) 695-3923
424	Head, Surface Nuclear Power Assignment	CDR Janikowski	225-4330	(703) 695-4330
424B	Surface Nuclear Placement	LT Pascual	225-4192	(703) 695-4192

## ***Aviation Officer Distribution Division***

43	Director/CAPT Assignment	CAPT Besal	224-8356	(703) 614-8356
43B	Deputy Director	CDR Buyske	224-8080	(703) 614-8080
43A	Assistant CAPT Assignment	LCDR Sullivan	224-8356	(703) 614-8356
43C	ACIP Evaluation	LT Schuster	224-8358	(703) 614-8358
431	Head, CDR Assignment	CDR Pokorny	224-8077	(703) 614-8077
431A	Assistant CDR Detailer	CDR Andersen	224-8077	(703) 614-8077
431B	Assistant CDR Detailer	CDR Card	224-8077	(703) 614-8077
432	Head, LCDR/Junior Officer Assignment	CDR Green	224-8708	(703) 614-8708
432C	Shore Coordinator	LCDR Sterrett	224-8708	(703) 614-8708
432D	Resignation/RAD/Retention	ENS Blake	224-8358	(703) 614-8358
432E	VAW/Warfare Transition	LCDR Kloth	224-8708	(703) 614-8708
432F	VFA	LCDR White	224-8708	(703) 614-8708
432G	VF	LCDR Ariza	224-8708	(703) 614-8708
432H	Helicopter (Sea)	LCDR Spitz	224-8708	(703) 614-8708
432I	VP (Shore)	LCDR Smith	224-8708	(703) 614-8708
432J	Education/Subspecialty Management	LT Baker	224-8708	(703) 614-8708
432K	VAM/VAQ	LCDR Tack	224-8708	(703) 614-8708
432L	Aviation LDO/CWO Assignment	CDR Ho	224-4178	(703) 614-4178
432M	Assistant Aviation LDO/CWO	LCDR Fiegl	224-4596	(703) 614-4596
432N	Pilot/NFO Initial Assignment	LT Lange	224-8708	(703) 614-8708
432P	VP (Sea)	LCDR Fite	224-8708	(703) 614-8708
432Q	Helicopter (Shore)	LCDR Maloney	224-8708	(703) 614-8708
432R	Sea Coordinator	LCDR Sciabarra	224-8708	(703) 614-8708
432S	VS/Force Sup Jet	LCDR Piritz	224-8708	(703) 614-8708
432U	VQ/Force Sup Prop	LCDR Steele	224-8708	(703) 614-8708
432Z	General Aviation	LT Lange	224-8708	(703) 614-8708
433	Head, Air Combat Placement	CDR Wanjon	224-4344	(703) 614-4344
433A	VFA/CVW East/TACRONS	LCDR Haffner	224-4344	(703) 614-4344
433B	VF/CVW West	LCDR Molitor	224-4344	(703) 614-4344
433C	VAW/VRC/VC/VQ	LCDR Settele	224-4344	(703) 614-4344
433D	VP/VX-1/ASWOC/VXE-6	LCDR Adrion	224-4344	(703) 614-4344
433E	Flight Students Placement	LT Bogard	224-4344	(703) 614-4344
433F	VAM/VAQ	LCDR McCulloch	224-4344	(703) 614-4344
433G	CV/CVN	LCDR Goodwyn	224-4345	(703) 614-4345
433H	VS/VT/Aviation Staff	LCDR Wagner	224-4345	(703) 614-4345
433I	HSL/HS	LCDR Dolan	224-4345	(703) 614-4345
433J	HC/HM/TYCOMS/FASO	LCDR Mehan	224-4345	(703) 614-4345

## ***Restricted Line / Staff Corps Officer Distribution and Special Placement Division***

44	Director	CAPT Wikstrom	224-4022	(703) 614-4022
44A	Aide Placement	LCDR Martin	223-0041	(703) 693-0041
44B	Deputy Director	CDR Riddle	224-4024	(703) 614-4024
44C	Special Assistant	LTJG Weidner	224-4025	(703) 614-4025
440	Head, Professional Education/Subspecialties	CDR Threckeld	223-1220	(703) 693-1220
440B	Graduate Education Placement	LTJG Noles	223-1222	(703) 693-1222
440C	Service College Placement	LT Counter	223-1223	(703) 693-1223
440E2	Subspecialty/Waiver Review	Ms Hughes	224-3321	(703) 614-3321
441	Head, Washington Placement	CDR Opsal	224-1112	(703) 614-1112
441A	JCS/OSD Admin	LT Stone	224-1113	(703) 614-1113
441B	Assistant Washington Placement	LCDR Moran	224-1114	(703) 614-1114
442	Head, Major Staffs Placement	CDR Bole	224-8483	(703) 614-8483
442B	MAAG/Mission/MILGRP	LT Eisner	224-8484	(703) 614-8484
442C	PEP/Korea/Japan	LCDR Hooks	224-8482	(703) 614-8482
444F	Head, Educ & Trng Staff Placement/NAVAIR/SPAWAR	CDR Threckeld	223-1220	(703) 693-1220
444	NROTC/USNA/TELCOM	LCDR Harned	225-5779	(703) 695-5779
444A	TRA/CNET/PASS/NS	LCDR Boone	224-3918	(703) 614-3918
444B	NAS/CNRC/SAF	LCDR Tappen	223-1219	(703) 693-1219
444C	NPS/CAAC/ARC/BRIG	Ms Henderson	224-4916	(703) 614-4916
444E	NAVSEA	CDR Threlkeld	224-4918	(703) 614-4918
445	Head, Engineering Duty Assignment	CAPT Hickey	223-1231	(703) 693-1231
445B	Assistant ED Detailer	CDR Joseph	224-1232	(703) 614-1232
445D	Assistant ED 14XX Assignment	LCDR Schauder	224-3916	(703) 614-3916
446	Head, AED/AMD Assignment	CDR Ezzard	224-4869	(703) 614-4869
446B	Assistant Head, AED 151x/Det/Air	CDR Wooten	224-4869	(703) 614-4869
446C	Assistant Head, AMD 152x	CDR Boyce	224-4869	(703) 614-4869
446	Tar Community Manager	LCDR Smith	224-4869	(703) 614-4869
	AEDO Career Manager	LCDR Black	664-1680	(703) 604-1680 ext 2180
	AMDO Career Manager	LCDR Disano	664-1680	(703) 604-1680 ext 2181
447	Acquisition Professional (AP) Advisor	CAPT Brown	227-8761	(703) 697-8761
448	Head, Public Affairs Assignment	CDR Brady	224-2708	(703) 614-2708
448B	Assistant Head	LT Merrell	224-2708	(703) 614-2708
449	Head, METOC Assignment	CAPT Swaykos	224-0520	(703) 614-0520
449B	Assistant Detailer	LCDR Frailey	224-0521	(703) 614-0521
4410	Head, Cryptology Assignment	CDR MacDougall	224-3402	(703) 614-3402
4410B	JO Detailer	LCDR Rogers	224-3403	(703) 614-3403
4410C	LDO/CWO/New Accessions	LT Russell	224-3404	(703) 614-3404
4411	Head, Intelligence Assignment	CAPT Darrah	224-3072	(703) 614-3072
4411A	LT & Below Detailer	LCDR Exner	224-3072	(703) 614-3072
4411B	Intelligence Placement	LCDR Kohler	224-3072	(703) 614-3072
4411C	Attache Placement/TAR Detailer	CDR Workman	224-3072	(703) 614-3072
4412	Head, Supply Assignment	CAPT Bird	224-2822	(703) 614-2822
4412R	Special Assistant	LT Singleton	224-2822	(703) 614-2822
4412B	Shore Detailer	LCDR Kuhm	224-0915	(703) 614-0915
4412C	Sea and Overseas Detailer	LCDR Green	224-0917	(703) 614-0917
4412E	Reserve/TAR/SELRES Manager	CAPT Thornbury	224-8702	(703) 614-8702
4412F	LT Sea and Overseas Detailer	LCDR Morgan	224-0918	(703) 614-0918
4412G	LTJG/ENS Sea and Overseas Detailer	LT Skinner	224-0919	(703) 614-0919
4412I	NAVSUP/DLA/BUPERS Placement	LCDR Dolan	224-2811	(703) 614-2811
4412J	LT Shore/Jr Officer Shore Detailer	LT Liserko	224-0913	(703) 614-0913
4412W	TAR Community Manager	CDR Laughlin	224-8703	(703) 614-8703

4413	Head, CEC Assignment	CAPT Mehula	224-3635	(703) 614-3635
4413A	LCDR Detailer	LCDR Ashley	224-3635	(703) 614-3635
4413B	Billets/NAVFAC Placement/ANCECO	LCDR Lynch	224-3635	(703) 614-3635
4413C	LTJG/ENS/CWO Detailer	LT Collins	224-3635	(703) 614-3635
4413D	Plans and Inputs	LCDR Addison	224-3635	(703) 614-3635
4413E	LT/Postgraduate Detailer	LCDR Stratman	224-3635	(703) 614-3635
4414	Head, Chaplain Assignment	CAPT Cooper	224-4626	(703) 614-4626
4414D	Assistant Head	CDR MacNew	224-4626	(703) 614-4626
4414E	Assistant Head	LT Cheatham	224-4624	(703) 614-4626
4415	Head, Medical Department Assignment	CAPT Brown	225-7073	(703) 695-7073
4415A	Assistant Head	CDR Younger	225-7073	(703) 695-7073
4415B	Head, Medical/Dental Placement	CDR Hodges	225-5837	(703) 695-5837
4415D	Overseas, Ops and USMC Placement	LCDR Bye	225-5837	(703) 695-5837
4415F	East Coast Claimancy 18 Placement	LT Brown	225-5837	(703) 695-5837
4415T	West Coast Claimancy 18/Washington HQ Placement	LCDR Brown	225-5837	(703) 695-5837
4415M	Head, MC/Surg Spec Assignment	CAPT Golembieski	225-7960	(703) 695-7960
4415P	GME Assignment	LT Poindexter	225-7960	(703) 695-7960
4415U	GMO Assignment	LCDR Wiley	225-7960	(703) 695-7960
4415R	Operational Med/PA Assignment	LCDR Murray	225-7960	(703) 695-7960
4415N	Non-Surgical Spec MC Assignment	CDR Nathan	225-7960	(703) 695-7960
4415G	Head, Dental Corps Assignment	CAPT Arthur	225-9101	(703) 695-9101
4415H	Dental Corps Assignment	CDR Wagner	225-9101	(703) 695-9101
4415J	Head, MSC/Senior HCA Assignment	CAPT Garn	225-9004	(703) 695-9004
4415JA	Applied Science Assignment	LCDR Feril	225-9004	(703) 695-9004
4415I	HCA MSC Assignment LCDR and above	CDR Sullivan	225-9005	(703) 695-9005
4415IA	HCA MSC Assignment ENS-LT	LT Arellano	225-9005	(703) 695-9005
4415K	Head, Nurse Corps Assignment	CAPT Caffrey	225-7703	(703) 695-7703
4415V	LCDR Nurse Corps Assignment	CDR Boechler	225-7703	(703) 695-7703
4415L	Nurse Corps West Coast Assignment	CDR Saunders	225-7703	(703) 695-7703
4415S	Nurse Corps East Coast Assignment	LCDR Szymanski	225-7703	(703) 695-7703
* 4416	Head, JAG Corps Assignment	CAPT Burnett	221-9830	(703) 325-9830 ext 6101
* 4416B	Assistant Head/Senior Officer	CDR Bengston	221-9830	(703) 325-9830 ext 6102
* 4416C	LCDR Assignment	LCDR Tuider	221-9830	(703) 325-9830 ext 6107
* 4416D	LT/LTJG/LDO Assignment	LCDR Knowles	221-9830	(703) 325-9830 ext 6103
* 4416E	Accessions/Retention	LCDR Luster	221-9830	(703) 325-9830 ext 6109
4417	Head, TAR Assignment	CAPT Peterson	224-8386	(703) 614-8386
4417B	Surface TAR Officer Assignment	CDR Morgan	224-8386	(703) 614-8386
4417C	Aviation TAR Officer Placement	CDR Howell	224-8387	(703) 614-8387
4417D	Surface TAR Officer Placement	LCDR Hamel	224-8388	(703) 614-8388
4417E	Intelligence TAR Officer Assignment	CDR Workman	224-3072	(703) 614-3072
4419	Head, Fleet Support Assignment	CAPT Augustine	224-3515	(703) 614-3515
4419A	Assistant Head	CDR Hight	224-3515	(703) 614-3515
4419B	YG80-88 Detailer	LCDR Davis	224-3515	(703) 614-3515
4419F	YG89 & Junior Detailer	LT Enterline	224-3515	(703) 614-3515

## LDO/CWO Picture

**{PERS-211L}: DSN 223-2309; commercial (703) 693-2309; fax (703) 614-1189**

### ***Deep Selection Authorized for W-3 and W-4***

Congress has just passed into law the authority to select up to ten percent of our annual CWO promotions from "below zone". This means that a select few CWO2 and CWO3s can be promoted with only three years time in grade instead of the normal four years. This change will be in effect for the October 1997 board. If you are up for promotion in FY98, or you will have at least three years time in grade during that year, you should ensure that your record is up to date including a current photo. r

## Consider a Challenging Overseas Assignment as a Naval Attache

Looking for a truly unique assignment for you and your family? By becoming an attache, you will learn a foreign language, serve in a U.S. embassy, and represent the U.S. Navy to your host country. All attache billets are joint duty assignments, and all training is in the D.C. area. Do something different ... become an attache.

<u>Country</u>	<u>Desig/Rank</u>	<u>Language</u>	<u>Train/Onsta</u>
Peru	1050/CAPT	Spanish	ASAP/9706
Pakistan*	1310/CAPT	English	ASAP/9704
Mexico	1310/CAPT	Spanish	9701/9806
Philippines*	1310/CAPT	Tagalog	9701/9806
Saudi Arabia	1310/CDR	Arabic	9701/9808
China	1050/CAPT	Chinese	9701/9807
Venezuela	1310/CAPT	Spanish	9701/9804
Canada	1050/CAPT	French	9702/9805
Norway**	1120/CAPT	Norwegian	9702/9805
Chile	1050/CAPT	Spanish	9703/9808
Romania	1050/CDR	Romanian	9703/9806
Malaysia	1050/CAPT	Malay	9708/9902
Ukraine*	1310/CDR	Ukrainian	9709/9906
Kenya*	1310/CDR	English	9711/9807.

\* flying billet \*\* major command

For more information, call CDR Steve Workman, Attache Placement, DSN 224-3072, commercial (703) 614-3072. r

## Law Education Program (LEP)

The LEP provides an opportunity for approximately five naval officers per year to be selected to attend law school at Navy expense while receiving full pay and allowances. These officers will earn an LL.B. or J.D. degrees and serve as career judge advocates.

Applicants must be college graduates, active-duty LTs or below with at least two, and not more than six, years of active service including any active-duty enlisted time at the date of proposed law school entry.

LEP applicants are required to take the Law School Admission Test (LSAT), apply only to law schools accredited by the American Bar Association, and be interviewed by a senior JAG Corps Officer as part of the application process. Quotas for selectees are allocated among eligible year groups.

Applications for the LEP should be mailed to the Bureau of Naval Personnel (PERS-604C) and must be received by

**1 February** of the year that law school is to be commenced.

Obligated service is two years for each whole year, or any part thereof, spent in the program—in addition to any other obligation previously accrued. SECNAVINST 1520.7E pertains. For additional guidance, contact LCDR Jeff Luster (PERS-4416E) at DSN 221-9830 or commercial (703) 325-9830; or Ms. Carol Williams (PERS-604C) at DSN 224-1408 or commercial (703) 614-1408. r

## Officers Wanted for TAD Adventures

Looking for a career broadening adventure? Here is the opportunity to participate in and contribute to real world operations. PERS-462 is charged with coordinating TAD support for Joint Operations and United Nations missions around the world.

TAD assignments are 105 to 179 days in length and require your command's approval to participate. Your command incurs no cost in supporting these vital assignments as the requesting command pays both travel and per diem. Tax-free income and other special pays are often part of these assignments.

PERS-462 currently supports assignments to Operations Joint Endeavor and Decisive Edge in Europe and Southern Watch in Saudi Arabia as well as United Nations missions to the Western Sahara and Republic of Georgia. Particular skills sought include aviation strike planners, TLAM strike planners, EP-3 mission planners, H-60 CSAR coordinators, Intelligence Officers, PAO's, Supply Officers, SWO's (particularly anti-air TAO's with NTDS experience), Communication Officers, Submarine Officers, TARPS analysts, and computer experts (subspecialty code XX89/XX91). Paygrade requirements range from LT to CAPT and are assignment dependent. New assignments become available monthly and are assigned 120 days prior to the report date.

For more information please contact LT Nikolai Mulligan or LCDR Dick Terrell at DSN 223-1192 or commercial (703) 693-1192. You may fax us at DSN 225-5780 or commercial (703) 695-5780 or e-mail us at: p4622@bupers.navy.mil

When communicating with us, please be prepared to provide your name, SSN, rank, command, points of contact (DSN & commercial/e-mail), time available, and any other languages you speak. r

## Teaching Meteorology and Oceanography at USNA

If you enjoy explaining underwater acoustics ocean current structure or weather systems, desire to participate in the "molding" of future naval officers; and have an xx48P or xx49P subspecialty code, then you should consider instructor duty at the U.S. Naval Academy (An instructor does not have to be a USNA graduate). USNA unrestricted line instructors in the Department of Oceanography teach undergraduate meteorology and oceanography (METOC) courses to midshipmen. The curriculum includes all aspects of oceanography including wave and tidal theory, dynamical meteorology, littoral oceanography and METOC forecasting.

For the URL officer who swishes to pursue additional graduate education or simply professional enhancement, the opportunities for research grants, as well as access to local universities for another M.S. or Ph.D are many. Several universities have courses held at USNA itself.

"We have the world's finest undergraduate oceanography facilities around," reports CAPT Denny Whitfords the current Chair of the Oceanography Department. "Our specially outfitted Yard Patrol (YP) craft, containing the latest in research gears such as CTDs side scan SONAR sub-bottom profiler, an acoustic Doppler current profiler, plus all the traditional oceanographic gear, is available year-round as a seagoing laboratory for the midshipmen.

### Words to remember . . .

*Control of the seas means security. Control of the seas means peace. Control of the seas can mean victory. The United States must control the sea if it is to protect our security.*<sup>1</sup>

— John F. Kennedy: To all hands,  
USS Kitty Hawk, June 1963

Our other state-of-the-art laboratories include our Hendrix Ocean Pier Lab wave tank, and METOC labs outfitted with the latest Pentium technology which executes all the fleet METOC software. We also have superb remote sensing capabilities with state-of-the-art systems for acquiring and analyzing AVHRR, radar altimetry, and ocean color information. Recently one of our midshipman Trident Scholars developed a new multichannel sea surface temperature (MCSST) climatology that is being considered for implementation at NAVOCEANO's Warfighting Support Center."

Outside the classroom interaction with midshipmen is encouraged. This can be accomplished while serving as an officer representative to one of the 29 intercollegiate sports teams or more than 70 extracurricular activities. The Naval Academy provides the finest facilities with which to educate our midshipmen and could be your best next assignment! r

### JASS (continued from Submarine Picture, page 13)

The Job Advertising and Selection System (JASS) is up and running as mentioned in the July/August issue of *Perspective*. Notes and directions for use can be found on-line, and are also summarized here. To read general notes on-line, go to "bulletins" from any screen. They will be updated periodically as questions come up. To discuss problems or questions, call LT Jay Spencer or LT Mike Brunner at DSN 225-4039, commercial (703) 695-4039 or (800) 526-3583, e-mail p421c@bupers.navy.mil.

If you have questions about a particular job, apply for it with priority 99, and ask your question in the remarks to detailer section. Information will be added to the billet itself, and you will know the information is available when your original application is deleted.

Check on your applications often, because those which are invalid or will definitely not be filled will be deleted to keep them from cluttering up the screen. Though there is no limit to the

number of applications you may submit, you should make sure your list is long enough to be workable. If all the jobs you have applied for are deleted, you will be sent a note to you to let you know you need to apply for more jobs of higher priority.

If you are applying for anything other than the current slate, your applications will be deleted (since by definition they will be priority 3). You need to call or e-mail LT Spencer or LT Brunner with your desires if you will not have any way to apply during the following slate cycle. This is necessary because we have no way of carrying applications over from slate to slate.

Note that Naval Postgraduate School (NPGS) is not on the slate. If you are interested in attending NPGS, you can send a note or call at the numbers listed above. These quotas are first-come, first-served, and are also available to post-department head and post-XO officers, so plan early if you are interested in this option. r

<sup>1</sup> From Dictionary of Military and Naval Quotations by Colonel Robert Debs Heinl, Jr., USMC (Ret.). Copyright (c) 1966 by the U.S. Naval Institute, Annapolis, MD.

# The Last Word . . .

## ACNP FOR MILITARY PERSONNEL POLICY AND CAREER PROGRESSION {PERS-2}

○ RADM S. R. LOEFFLER

### Are The Results Out, Yet?

You may have noticed that results of FY97 promotion selection boards have taken somewhat longer to be released than in years past, and many of you have called BUPERS for an answer to the question, "What's the holdup?" The answer is: no one is "holding up the board," but we are now required to corroborate adverse or alleged adverse information that exists concerning officers selected by promotion selection boards.

DOD Directive 1320.4 requires the Department of Defense to inform the Secretary of Defense, the President and the Senate of all adverse and alleged adverse information relating to officers whose personnel actions are subject to SECDEF or Presidential approval or Senate confirmation. The controlling directive, DODINST 1320.4 was implemented 14 March 1995, and consequently, this year's boards are the first to be affected by this more comprehensive review of records of officers selected for promotion.

To comply with DOD regulations, the Bureau of Naval Personnel uses investigative information from the Naval Criminal Investigative Service (NCIS), Navy IG, and Equal Opportunity records to determine if adverse/alleged adverse information exists for officers selected for promotion. This review is done for those officers whose names will be forwarded to the Senate for confirmation. In the case of Lieutenants and below, only information maintained in the officers' official records or on file in PERS-8 (ACNP for Military Performance and Security) is reviewed for adverse/alleged adverse information. Unfortunately for those anxiously awaiting board results, the time it takes to identify and review this information adds about six weeks to the time it used to take for boards' results to be released.

#### THE ROUTE TO APPROVAL FOR LIEUTENANT TO CAPTAIN STATUTORY PROMOTION SELECTION BOARD

STEPS IN THE CHAIN	REVIEWING OFFICIAL ACTION
CNP	REVIEW BOARD RESULTS, RECOMMEND NOMINATION OR DEFERRAL* FOR INDIVIDUAL OFFICERS
OFFICE OF THE JUDGE ADVOCATE GENERAL	REVIEW BOARD REPORTS FOR LEGALITY OF PROCESS, REVIEW AND COMMENT ON ANY CASES OF SPECIAL INTEREST
VCNO/CNO	REVIEW BOARD REPORTS AND RECOMMENDATIONS MADE BY CNP, PROVIDE ADDITIONAL COMMENT/RECOMMENDATIONS IF APPROPRIATE
SECNAV	APPROVE AND FORWARD THE RECOMMENDATIONS FOR NOMINATION TO THE SECRETARY OF DEFENSE, DEFER* RECOMMENDATIONS FOR NOMINATION AS DEEMED APPROPRIATE
JOINT CHIEFS OF STAFF	REVIEW BOARD REPORT FOR COMPLIANCE WITH JOINT OFFICER MANAGEMENT STATUTES (LIEUTENANT COMMANDER AND ABOVE ONLY)
OSD	APPROVE BOARD RESULTS. THIS IS THE FINAL STEP FOR LIEUTENANT BOARDS. THE ALNAV ANNOUNCING SELECTION IS RELEASED AFTER OSD APPROVAL. FOR LIEUTENANT COMMANDER THROUGH CAPTAIN BOARDS, FORWARD RECOMMENDATION TO THE PRESIDENT TO NOMINATE OFFICERS FOR PROMOTION
PRESIDENT OF THE UNITED STATES	NOMINATE THE OFFICERS FOR SENATE CONFIRMATION
SENATE	CONFIRM THE NOMINATION OF OFFICERS TO EFFECT PROMOTION

\* IF AN OFFICER'S NAME IS DEFERRED FROM THE NOMINATION PROCESS, HE/SHE WILL BE INFORMED OF THE ACTION AS SOON AS THE SELECTION LIST IS ANNOUNCED. THE OFFICER WILL BE AFFORDED AN OPPORTUNITY TO COMMENT ON THE CIRCUMSTANCES IN QUESTION BEFORE A FINAL DECISION REGARDING NOMINATION FOR PROMOTION IS REACHED.

If significant adverse or alleged adverse information exists for an officer, the Secretary of the Navy may defer that officer from nomination pending receipt of additional information. These officers are notified of their deferral status by BUPERS on the same day (or as soon thereafter as possible) that the ALNAV message announcing selection is released. These officers are advised of the information that has resulted in their deferral and they are provided an opportunity to submit any information they deem appropriate, with a command endorsement. It is important to note that although an officer may be deferred from nomination, they remain selected for promotion. These nominations are forwarded separately if the Secretary of the Navy decides to support the nomination after reviewing pertinent information. This separate nomination process ensures no delay in confirmation for the officers whose names are published in the selection ALNAV.

We have assigned more personnel and information resources to expedite the process. Our goal is to improve timeliness while complying with DOD directives. To understand the nomination process from selection to confirmation, please refer to the adjacent table. Your continued patience is appreciated as we attempt to announce and obtain Senate confirmation of the results of promotion selection boards as quickly as possible.